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14. ABSTRACT This study is one component of the Special Operations Forces (SOF) Language and Culture Needs Assessment Project. The larger study consisted of 23 focus groups conducted across the SOF community and an issue-oriented web-based survey. This report examined SOF operators' access to and use of language learning resources and their perceived effectiveness of resources used. Results indicated that most operators have access to a unit language facility, but visit it less than once per month or not at all. Most SOF operators reported engaging in three or more hours per week of language learning while deployed compared to engaging in only one hour per week at home or during work duty. The language learning resources used were considered effective, but to varying degrees. In general, SOF operators indicated several issues with the use of resources, such as limited access while deployed and limited time to use them. These and other findings led to the following recommendations: (1) advertise resources more effectively, (2) provide additional instructors/tutors at unit language facilities, (3) protect language learning and maintenance time, and (4) provide easier access to language resources while deployed.					
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Special Operations Forces Language and Culture Needs Assessment: Language Resources and Self-Study



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RESEARCH CONDUCTED BY: SWA CONSULTING INC.

EXECUTIVE SUMMARY

This report examines Special Operations Forces (SOF) operators' access to and use of language learning resources and their perceptions of the used resources' effectiveness. This can aid the Special Operations Forces Language Office (SOFLO) and Command Language Program Managers (CLPMs) in making informed decisions on the use of current language resources and additional resources that could be made available to SOF operators. In terms of enhancing language- and culture-related mission success, "Language and culturally capable SOF personnel are the first choice for optimum mission accomplishment" (USSOCOM M350-8, 2009, p. 1). To ensure this first-choice capability exists, command language programs (CLPs) must provide SOF operators with the appropriate foreign language training programs and study materials (i.e., resources) to develop, maintain, and enhance their language proficiency for mission success. This report provides feedback on the language resources provided in order to inform future resourcing decisions. First, SOF operators' access to and use of a formal unit language facility is explored. Then, the report focuses on where language resources are used, which resources are used, and which resources are effective, followed by recommendations.

Most SOF operators (81%) reported that they have a unit language facility. However, variability exists across SOF components and United States Army Special Operations Command (USASOC) organizations; less than half of SOF operators in Air Force Special Operations Command (AFSOC) and USASOC reserve units (i.e., 19th Special Forces Group [SFG] and 20th SFG) reported having a language facility. However, it is possible that these SOF operators were unaware of their unit's language facility¹. Of those who reported having language facilities, most visited them less than once a month (40%) or not at all (32%). The three most frequent open-ended comments by SOF operators could explain their infrequent visits to their language facilities: (1) a lack of protected language learning/training time, (2) language training perceived as not as important as other tasks, duties, or training, and (3) a lack of command support.

Overall, most SOF operators engaged in language learning while deployed (66%). Furthermore, of those who spent time engaging in language learning while deployed, most studied three hours or more per week. Although SOF operators reported studying at home (59%) or during work duty (44%), most reported studying a maximum of only one hour per week in either location. This suggests that the need for language skills is more salient and, therefore, more of a priority on deployment. Also, it might be easier to find language study time on deployment, depending on the nature of the mission.

Of the language learning resources listed on the *2009 Language and Culture Needs Assessment (LCNA)* survey, Rosetta Stone®, SOLT, and Rapid Rote™ were the most common resources used by SOF operators. Overall, the resources were considered *effective* but to varying degrees. SOF operators' comments indicated several issues associated with the use of language resources, such as limited access while deployed and limited time to use resources. These issues, in conjunction with the quantitative findings, lead to the following recommendations: (1) advertise resources more effectively, (2) provide

¹ SOF operators were asked to respond 'yes' or 'no' to having a language facility at their unit. Therefore, it is possible that some SOF operators were unaware of their unit's language facility and responded 'no' to having one. See Appendix B for details on the survey items included in this report.

additional instructors and/or tutors at unit language facilities, (3) protect language learning and maintenance time, and (4) provide easier access to language resources while deployed.

Advertise resources more effectively. While most SOF operators reported having a unit language facility, some respondents (in units that have facilities) indicated either they were not aware they had resources or were unaware if instructors were available for tutoring. This suggests a need for more effective advertising of available language resources where they exist.

Provide more instructors/tutors. Although most SOF operators who reported having a language facility indicated an instructor was available for tutoring, 9% indicated no instructor was available and 22% did not know if one was available. Furthermore, SOF operators' comments expressed the need for more instructors and/or tutors available at their units' language facilities. The need for more instructors could indicate that some SOF operators prefer a "live" resource instead of self-study resources like textbooks or software-based programs. Blending technology with a live instructor is generally considered an effective solution (Blunt, 2007; Freitas & Levine, 2004; Tuzun, 2007). SOFLO should analyze and consider the cost-benefit of providing more instructors/tutors.

"I would like an instructor available for me on my unit's day at the facility."

SOF Operator, 4th Military Information Support Group (MISG)

Protect language learning and maintenance time. For SOF operators to maintain and enhance their language proficiency, they need dedicated time to study the language and utilize the available resources. Most SOF operators reported spending no time on language learning or maintenance each week whether at home, during work duty, or on deployment. Moreover, some SOF operators commented that at their unit, other tasks and duties have a higher priority than language learning and maintenance. These findings, in conjunction with the infrequent visits to the language facility, could be due to the lack of time available for SOF operators to use their language facility and its resources as indicated in their qualitative responses.

"The language facility is excellent. Our main problem is the time, to allow us to conduct language training UNINTERRUPTED."

SOF Operator, 5th SFG

Although time is not a physical resource, it is highly important. If SOF operators are to maintain proficiency in a language, they need dedicated time to study on a daily or weekly basis. Leadership should place more emphasis on language training and provide protected study time (*Command Support for Language: Grading the Chain of Command*, Technical Report #2010011006).

Easier access to language resources during deployments. It is important that language learning resources are available to SOF operators in settings outside of the language facility, such as at home or on deployment. Although SOF operators spent the most time studying language while deployed, only 34% indicated that resources were *easy* or *very easy* to access, while 31% found them *difficult* or *very difficult* to access. Findings could relate to problems encountered with remotely accessed language resources as

expressed in SOF operators' comments. For example, some SOF operators encountered problems when accessing information behind military firewalls or when accessing information while in remote locations that have limited internet access or bandwidth.

“All language assets and resources should be made available at the company level, not on computer, as they tend to break down. Having this resource available might look great on paper, but when you deploy to a combat zone, the internet is not always there and not always working. Reliance on a computer based education system is just that. Reliance. It does nothing for us when we are gone...”

SOF Operator, Other SOF Organization

This report provides details related to SOF operators' use of and access to various language resources. Additionally, SOF operators provided suggestions for additional language resources need at their language facilities.

For questions or more information about the Special Operations Forces Language Office (SOFLO) and this project, please contact Mr. Jack Donnelly (john.donnelly@socom.mil). For specific questions related to data collection or reports associated with this project, please contact Dr. Eric A. Surface (esurface@swa-consulting.com) or Dr. Reanna Poncheri Harman (rpharman@swa-consulting.com) with SWA Consulting Inc.

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SECTION I: REPORT AND PROJECT OVERVIEW

Language Resources and Self-Study Report Purpose

The *Language Resources and Self-Study* report provides Special Operations Forces (SOF) leadership with information to make informed decisions regarding the language learning resources available to their operators. Thus, this report examines whether SOF operators have a language facility at their unit, and if they do, how often they visit it and what resources are available. Additionally, this report assesses the types of language resources operators use, the perceived effectiveness of these resources, and where the resources are available (i.e., at their unit, at home, or while deployed). This report also identifies specific resource needs reported by SOF operators. Lastly, this report examines the amount of time operators spend on language learning/ maintenance in various settings (e.g., during work duty) and the ease or difficulty in accessing language materials in these settings.

The report is divided into five sections with several supporting appendices. Section II examines whether SOF operators' units have a language facility and language learning resource availability at these facilities. Section III reports SOF operators' time spent on language learning/maintenance and how accessible language training materials are in various settings (e.g., at home). Section IV identifies the language resources SOF operators use, where resources are used, and their effectiveness. Section V integrates findings from Sections II through IV and provides recommendations. Appendix A details the *2009 SOF Language and Culture Needs Assessment (LCNA) Project*, and Appendix B discusses the report methodology, including participants, measures, and analyses. Appendices C through N provide additional results by SOF component and SOF organization.

LCNA Project Purpose

The Special Operations Forces Language Office (SOFLO) commissioned the *2009 SOF LCNA Project* to gain insights on language and culture capability and issues across the United States Special Operations Command (USSOCOM). The goal of this organizational-level needs assessment is to inform strategy and policy to ensure SOF personnel have the language and culture skills needed to conduct their missions effectively. Data were collected between March and November 2009 from personnel in the SOF community, including operators and leaders. Findings, gathered via focus groups and a web-based survey, will be presented in a series of reports divided into three tiers. The specific reports in each of these tiers will be determined and contracted by the SOFLO. *Tier I* reports focus on specific, limited issues (e.g., *Inside AOR Use of Language*). *Tier II* reports integrate and present the most important findings across related *Tier I* reports (e.g., *Use of Language and Culture on Deployment*) while including additional data and analysis on the topic. One *Tier III* report presents the most important findings, implications, and recommendations across all topics explored in this project. The remaining *Tier III* reports present findings for specific SOF organizations [e.g., Air Force Special Operations Command (AFSOC), Special Forces (SF) Command]. Two foundational reports document the methodology and participants associated with this project. Report topics are determined by the SOFLO and are subject to change.

Relationship of *Language Resources and Self-Study* to the LCNA Project

The *Language Resources and Self-Study* report is a *Tier I* report that will be integrated with six other *Tier I* reports, *Inside AOR Use of Language*, *Outside AOR Use of Language*, *Initial Acquisition Training*, *Sustainment/Enhancement Training*, *Culture Training*, and *Immersion* into three *Tier II* reports, *Current State of Language Training*, *Language Training and Guidance*, and *Culture Training Guidance* (see Appendix A for the report structure). However, the final reports produced will be determined by the SOFLO and are subject to change.

SECTION II: LANGUAGE FACILITY USAGE

To maintain and/or increase their proficiency levels, SOF operators need appropriate language learning time and accessibility to a variety of language resources (e.g., instructors, audio materials, etc). This section examines whether SOF operators have a language facility at their unit and the time SOF operators spend visiting this facility each month. Additionally, this section assesses whether SOF operators have access to instructors and/or language learning resources at this facility.

Research Questions

This section addresses the following questions:

- Do SOF operators' units have a language facility?
- How often do SOF operators visit their units' language facility in a typical month?
- Do SOF operators have an instructor available for tutoring at their units' language facility?
- Do units' language facilities have language learning resources?

Main Findings

Overall, most SOF operators (81%) have a language facility at their units, but there is some variability across components. Specifically, less than 50% of SOF operators in Air Force Special Operations Command (AFSOC) and United States Army Special Operations Command (USASOC) reserve units reported that they have a language facility. It is possible that SOF operators in those SOF organizations were not aware of an available language facility at their units.²

Of those who have language facilities, most visit them less than once a month (40%) or not at all (32%). Most units that had language facilities had instructors available for tutoring (69%) and available language learning resources (84%). On the other hand, several SOF operators did not know if they had instructors or learning resources available at their language facilities, suggesting a need for more effective resource advertisement. SOF operators' three most frequent open-ended comments suggested (1) they lacked time to use language resources, (2) language training was not as important as other tasks, duties, or training, and (3) a lack of command support.

Detailed Findings

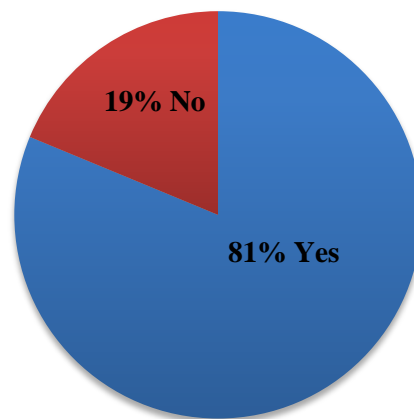
Unit Language Facility

Overall, 81% ($n = 923$) of SOF operators reported having a language facility at their units (Figure 1, p. 9). More than 85% of Marine Corps Forces Special Operations Command (MARSOC), Deployed SO Units, and USASOC operators have a language facility at their respective units, while only 43% of AFSOC operators reported having a language facility (Table 1, p. 9). Most USASOC operators reported having a unit language facility (Table 2, p. 10). Nearly 100% of Special Forces (SF) units have language facilities,

² SOF operators were asked to respond 'yes' or 'no' to having a language facility at their unit. However, it is likely that some SOF operators were unaware of their language facility and thus, responded 'no'. See Appendix B for further details on the methodology of this report.

but less than 25% of SOF operators in the two reserve units (i.e., 19th SFG and 20th SFG) reported having a language facility. Furthermore, 36% of respondents from the 95th Civil Affairs Brigade (CA Bde) reported not having a unit language facility.

Figure 1. SOF Operator Unit Language Facility






























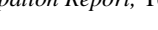


Note. $n = 1,136$

Table 1. SOF Operator Language Facility by SOF Organization

Organization	<i>n</i>	Yes		No	
Overall	1,136	81%	<div></div>	19%	<div></div>
USSOCOM HQ	130	75%	<div></div>	25%	<div></div>
AFSOC	21	43%	<div></div>	57%	<div></div>
USASOC	820	86%	<div></div>	14%	<div></div>
WARCOM	8	63%	<div></div>	38%	<div></div>
MARSOC	14	93%	<div></div>	7%	<div></div>
JSOC	2	50%	<div></div>	50%	<div></div>
TSOC	17	47%	<div></div>	53%	<div></div>
Deployed SO Unit	52	90%	<div></div>	10%	<div></div>
Other	72	46%	<div></div>	54%	<div></div>

Table 2. SOF Operator Language Facility by USASOC Organization

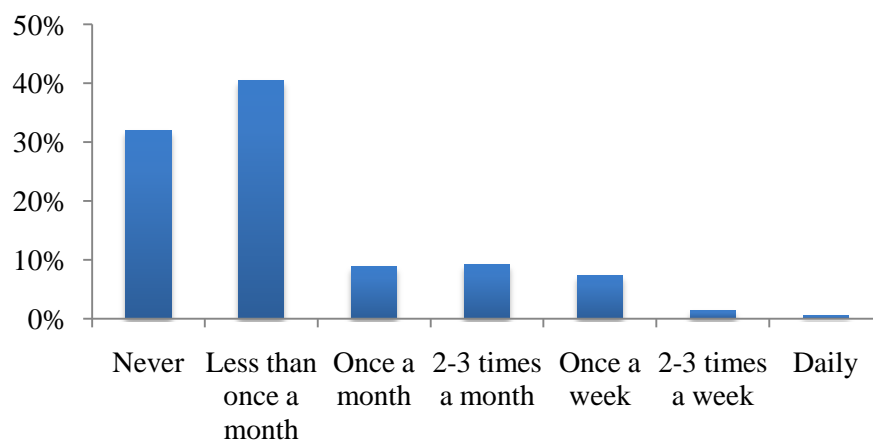
Organization	n	Yes		No	
USASOC Overall	820	86%		14%	
USASOC HQ	6	50%		50%	
SWCS - Staff	23	87%		13%	
CA/MISG HQ	3	33%		67%	
4th MISG	127	97%		3%	
95th CA Bde	154	64%		36%	
SF Command HQ	1	100%		0%	
1st SFG	74	99%		1%	
3rd SFG	84	100%		0%	
5th SFG	143	99%		1%	
7th SFG	95	100%		0%	
10th SFG	55	96%		4%	
19th SFG	12	8%		92%	
20th SFG	29	24%		76%	
Other	5	20%		80%	

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Visiting the Unit Language Facility

Of the SOF operators who have a unit language facility, 32% ($n = 293$) never visit the language facility during a typical month (Figure 2, p. 10). Furthermore, 40% ($n = 371$) visit the facility less than once in a typical month. There were no significant subgroup differences for language facility visits across SOF organizations (Appendix C, Table 1), but there were across USASOC organizations (Table 3, p. 11). For instance, 4th Military Information Support Group (MISG) visited their units' language facility more often than all other USASOC organizations (e.g., 1st SFG, 3rd SFG, 5th SFG).

Figure 2. SOF Operator Visits to Language Facility



Note. 1 = Never, 2 = Less than once a month, 3 = Once a month, 4 = 2-3 times a month, 5 = Once a week, 6 = 2-3 times a week, 7 = Daily. $M = 2.27$, $n = 917$

Table 3. SOF Operator Visits to Language Facility by USASOC Organization

Organization	n	M	Never	Less than once a month	Once a month	2-3 times a month	Once a week	2-3 times a week	Daily
USASOC Overall	703	2.25	32%	41%	9%	9%	8%	1%	0%
USASOC HQ	3	2.67	33%	0%	33%	33%	0%	0%	0%
SWCS - Staff	20	2.00 ^b	40%	35%	15%	5%	5%	0%	0%
CA/MISG HQ	1	1.00	100%	0%	0%	0%	0%	0%	0%
4th MISG	123	3.39 ^a	17%	23%	8%	14%	34%	2%	2%
95th CA Bde	96	2.24 ^b	36%	34%	11%	6%	9%	2%	0%
SF Command HQ	1	2.00	0%	100%	0%	0%	0%	0%	0%
1st SFG	73	1.77 ^b	44%	44%	5%	5%	1%	0%	0%
3rd SFG	84	2.36 ^b	29%	37%	11%	20%	1%	2%	0%
5th SFG	140	1.94 ^b	29%	57%	7%	6%	1%	0%	0%
7th SFG	93	1.89 ^b	33%	51%	13%	2%	0%	0%	1%
10th SFG	53	1.79 ^b	42%	47%	6%	4%	0%	2%	0%
19th SFG	1	1.00 ^{ab}	100%	0%	0%	0%	0%	0%	0%
20th SFG	7	1.86 ^b	43%	43%	0%	14%	0%	0%	0%
Other	1	1.00	100%	0%	0%	0%	0%	0%	0%

Note. 1 = Never, 2 = Less than once a month, 3 = Once a month, 4 = 2-3 times a month, 5 = Once a week, 6 = 2-3 times a week, 7 = Daily. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

SOF operators’³ open-ended survey comments provide possible explanations for the lack of visits to their units’ language facility. Twenty-six percent of SOF operators ($n = 49$) reported having limited time to use the facility. Appendix D, Table 1 provides all comment theme frequencies related to the unit’s language facility and Appendix E provides a list of comment codes and definitions.

“Time on training calendar needs to be “protected” to allow people to go to language maintenance. There should not be competing events at the same time.”

SOF Operator, 4th MISG

“Language resources at my unit’s language facility are adequate; however, we do not have time to use them.”

SOF Operator, USSOCOM

Furthermore, 12% ($n = 22$) indicated that language training was not as important as other tasks, duties, or training. Additionally, 11% ($n = 21$) stated there was a lack of command support concerning language training and maintenance.

“Our command doesn’t put serious emphasis on language training, why should the individual?”

SOF Operator, Deployed SO unit

“It has no priority over other issues and is pushed aside.”

SOF Operator, 4th MISG

“One two-hour block of instruction per language per week. Odds are pretty good that we are tasked out during that block of instruction.”

SOF Operator, 4th MISG

Language Facility Resources

Of the SOF operators who reported having a unit language facility, 69% ($n = 629$) reported that an instructor is available for tutoring (Figure 3, p. 13). Yet 22% ($n = 206$) did not know if they have an instructor available at their units’ language facility. This lack of knowledge about instructor availability may stem from operators not visiting their facilities due to lack of time. One operator stated,

“I’ve never had time to go to our language training facility, so I’m not very well informed about how it operates.”

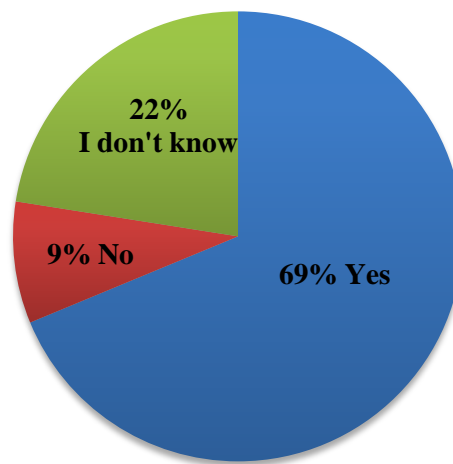
SOF Operator, 10th SFG

More than 50% of SOF operators have an instructor available at their respective language facilities (Table 4, p. 13). Theater Special Operations Commands (TSOC), AFSOC, and MARSOC had the largest proportions of operators indicate they have an instructor available, while Other and Naval Special Warfare Command (WARCOM) operators had the smallest proportions.

³ SOF operators were able to comment regardless of whether they had a language facility. Therefore, responses represent all SOF operators who responded to the language resource survey items. See Appendix B for details on the language resource survey items.

Variability existed in instructor availability across USASOC organizations (Table 5, p. 14). Ninety percent of 4th MISG operators and 88% of 7th SFG operators had an instructor available at their language facilities, while 67% of 20th SFG operators did not have an instructor available. Additionally, some SOF operators did not know if they had an instructor available for tutoring at their language facilities, specifically, 95th CA Bde (39%), 1st SFG (36%), and 10th SFG (34%).

Figure 3. Overall Instructor Availability at Unit Language Facility



Note. n = 915

Table 4. Instructor Availability at Unit Language Facility by SOF Organization

Organization	n	Yes	No	I don't know
Overall	915	69%	9%	23%
USSOCOM HQ	97	64%	11%	25%
AFSOC	9	78%	22%	0%
USASOC	702	70%	8%	23%
WARCOM	5	60%	40%	0%
MARSOC	13	77%	8%	15%
JSOC	1	0%	100%	0%
TSOC	8	88%	13%	0%
Deployed SO Unit	47	70%	2%	28%
Other	33	55%	18%	27%

Table 5. Instructor Availability at Unit Language Facility by USASOC Organization

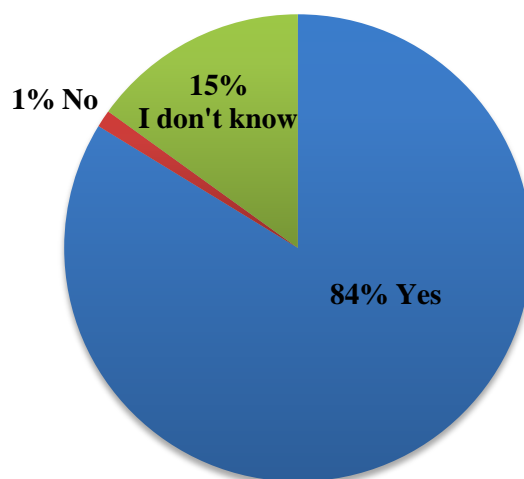
Organization	<i>n</i>	Yes	No	I don't know
USASOC Overall	702	70%	8%	23%
USASOC HQ	3	33%	0%	67%
SWCS - Staff	20	65%	10%	25%
CA/MISG HQ	1	100%	0%	0%
4th MISG	123	81%	4%	15%
95th CA Bde	96	49%	13%	39%
SF Command HQ	1	0%	0%	100%
1st SFG	72	51%	13%	36%
3rd SFG	84	75%	8%	17%
5th SFG	140	79%	4%	16%
7th SFG	94	88%	1%	11%
10th SFG	53	53%	13%	34%
19th SFG	1	0%	0%	100%
20th SFG	6	0%	67%	33%
Other	1	0%	0%	100%

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

In addition to instructors, SOF operators indicated whether language learning resources were available at their language facility. Overall, 84% ($n = 767$) reported that language learning resources were available at their language facilities, while only 1% ($n = 11$) indicated they did not have resources (Figure 4, p. 15). Similar to instructor findings, 15% ($n = 138$) of SOF operators did not know if they had learning resources at their language facilities.

Across all SOF organizations, more than 75% of SOF operators had language learning resources available at their language facilities (Table 6, p. 15). Most USASOC organizations reported similar learning resource availability (Table 7, p. 16). However, 95th CA Bde had a larger percentage (39%) of SOF operators who did not know whether language learning resources were available in their language facility.

Figure 4. Overall Language Learning Resource Availability



Note. $n = 916$

Table 6. Language Learning Resource Availability by SOF Organization

Organization	<i>n</i>	Yes	No	I don't know
Overall	916	84%	1%	15%
USSOCOM HQ	97	76%	4%	20%
AFSOC	9	78%	0%	22%
USASOC	703	84%	1%	15%
WARCOM	5	100%	0%	0%
MARSOC	13	85%	0%	15%
JSOC	1	100%	0%	0%
TSOC	8	100%	0%	0%
Deployed SO Unit	47	89%	2%	9%
Other	33	91%	0%	9%

Table 7. Language Learning Resource Availability by USASOC Organization

Organization	n	Yes	No	I don't know
USASOC Overall	703	84%	1%	15%
USASOC HQ	3	67%	0%	33%
SWCS - Staff	20	90%	0%	10%
CA/MISG HQ	1	100%	0%	0%
4th MISG	123	90%	1%	9%
95th CA Bde	97	59%	3%	38%
SF Command HQ	1	0%	0%	100%
1st SFG	72	85%	0%	15%
3rd SFG	84	87%	0%	13%
5th SFG	140	90%	1%	9%
7th SFG	94	90%	0%	10%
10th SFG	53	79%	0%	21%
19th SFG	1	0%	0%	100%
20th SFG	6	83%	0%	17%
Other	1	100%	0%	0%

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

SECTION III: TIME SPENT AND EASE OF ACCESSING RESOURCES

This section provides information about the time SOF operators spent on language learning and/or maintenance in three different settings - during work duty, on deployment, and at home - and the ease or difficulty in accessing training materials in those settings. Examining these settings informs command language program managers (CLPMs) about where operators typically engage in language self-study and if there are potential resource access issues.

Research Questions

This section addresses the following questions:

- How much time are SOF operators spending each week on language learning and/or maintenance?
- How easy/difficult is it for SOF operators to access language training materials?

Main Findings

SOF operators most frequently engaged in language learning while deployed (66%), followed by at home (59%), and during work duty (44%). Although the majority of SOF operators reported not spending any time on language learning or maintenance, many SOF operators (21%) studied three hours or more a week while deployed in comparison to spending only one hour per week studying at home or during work duty. Overall, SOF operators found it easy to access language training materials. Specifically, 58% of operators indicated that resources were *easy* or *very easy* to access at their unit, while 51% of operators indicated that language resources were *easy* or *very easy* to access at home. Thirty-four percent indicated they were *easy* or *very easy* to access while deployed. Although the majority of SOF operators found resources easily accessible in most settings, some operators' open-ended comments indicated the need for easier access to language resources.

Detailed Findings

Time Spent on Language Learning or Maintenance

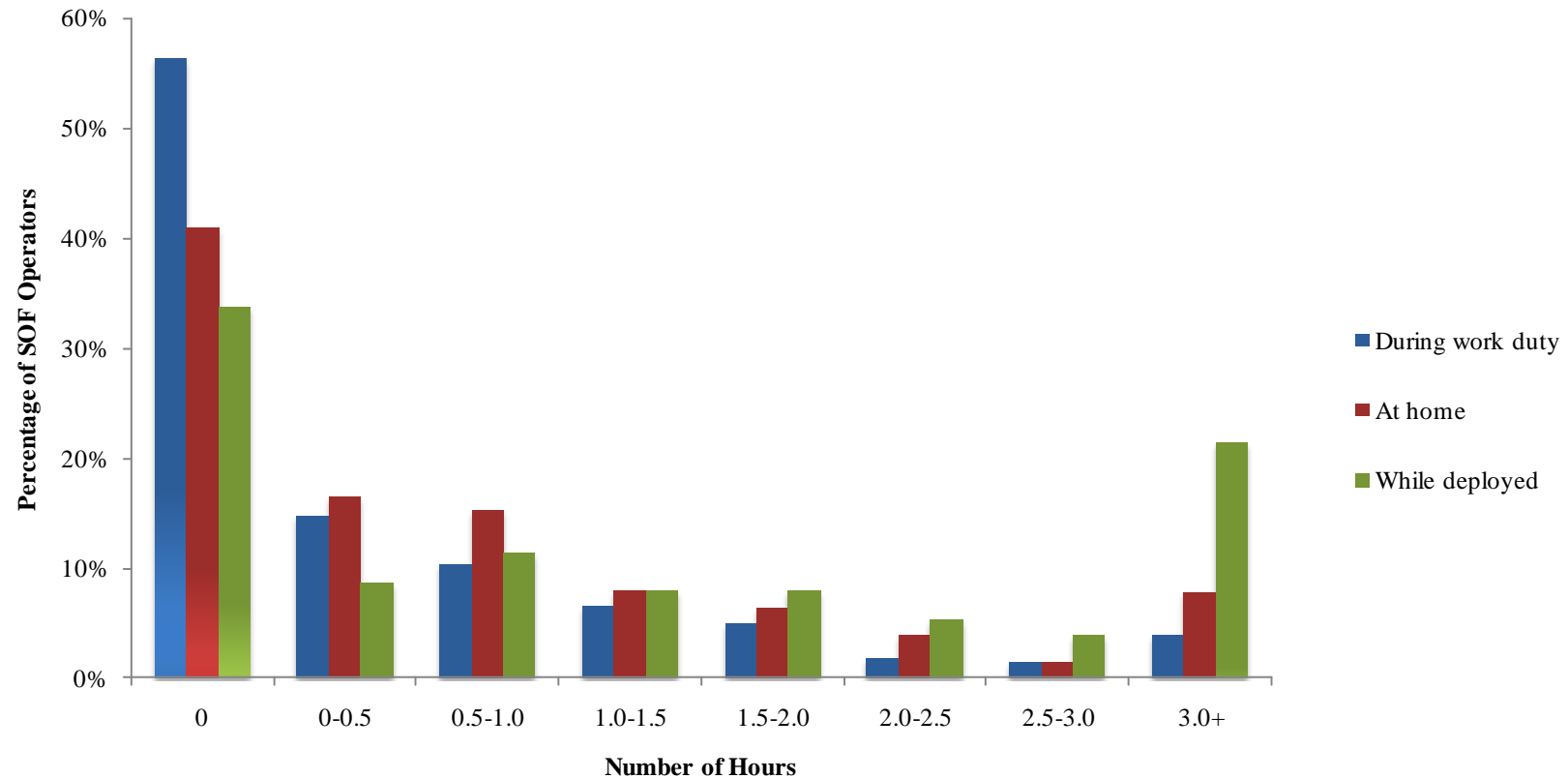
During work duty, 44% ($n = 477$) of SOF operators spent some time on language learning or maintenance (Figure 5, p. 19). Most spent a maximum of one hour per week on language learning. There were significant differences for time spent on language learning during work duty across USASOC organizations (Table 8, p. 20). For instance, USASOC HQ, USAJFKSWCS staff, 4th MISG, and 7th SFG operators spent more time on language learning during work duty than all other USASOC operators (e.g., 1st SFG, 3rd SFG, etc.). There were no significant differences for time spent on learning during work duty across SOF organizations (Appendix F, Table 1).

At home, 59% ($n = 644$) of SOF operators spent some time on language learning or maintenance (Figure 5, p. 19). Similar to work duty, most spent a maximum of one hour per week on language learning at home. There were significant differences for time spent on language learning at home across USASOC organizations (Table 9, p. 21). For instance, 3rd SFG, 5th SFG, and 10th SFG operators spent less time on

language learning at home than most USASOC operators with the exception of USASOC HQ, USAJFKSWCS staff, and 19th SFG operators. There were no significant differences for time spent on language learning at home across SOF organizations (Appendix F, Table 2).

Sixty-six percent ($n = 702$) of SOF operators spent some time on language learning or maintenance while deployed (Figure 5, p. 19). Of the 66% of SOF operators who spent time studying while deployed, 32% ($n = 227$) spent three or more hours on language learning per week. The time spent on language learning/maintenance varied significantly by USASOC organization (Table 10, p. 22). For example, 5th SFG and 7th SFG operators spent more time on language learning/maintenance during deployment than 1st SFG and 10th SFG operators. 5th SFG and 7th SFG operators may have more opportunities to study their languages because they are typically deployed to locations inside the AOR, where they speak their trained language. There were no significant differences for time spent on language learning while deployed across SOF organizations (Appendix F, Table 3).

Figure 5. SOF Operator Time Spent on Language Learning or Maintenance



Note. 1 = 0, 2 = 0-0.5, 3 = 0.5-1.0, 4 = 1.0-1.5, 5 = 1.5-2.0, 6 = 2.0-2.5, 7 = 2.5-3.0, 8 = 3.0+,
During work duty: $M = 2.19$, $n = 1,094$; At home: $M = 2.78$, $n = 1,090$; While deployed: $M = 3.86$, $n = 1,059$.

Table 8. SOF Operator Time Spent on Language Learning During Work Duty by USASOC Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
USASOC Overall	789	2.19	55%	15%	12%	6%	4%	2%	1%	4%
USASOC HQ	6	3.00 ^{abcd}	50%	0%	17%	17%	0%	0%	0%	17%
SWCS - Staff	22	2.14 ^{abcd}	59%	18%	9%	0%	5%	0%	5%	5%
CA/MISG HQ	3	1.00	100%	0%	0%	0%	0%	0%	0%	0%
4th MISG	123	3.37 ^{abc}	33%	13%	11%	13%	10%	4%	5%	11%
95th CA Bde	146	2.31 ^{bc}	50%	16%	12%	9%	5%	3%	0%	3%
SF Command HQ	1	1.00	100%	0%	0%	0%	0%	0%	0%	0%
1st SFG	69	1.45 ^d	77%	12%	4%	6%	0%	1%	0%	0%
3rd SFG	80	1.79 ^{bd}	61%	20%	10%	4%	3%	0%	0%	3%
5th SFG	140	1.59 ^d	66%	16%	14%	3%	1%	1%	0%	0%
7th SFG	90	2.90 ^{abc}	37%	16%	20%	6%	9%	4%	2%	7%
10th SFG	55	1.47 ^b	73%	18%	5%	2%	0%	0%	0%	2%
19th SFG	11	1.36 ^{bc}	82%	9%	0%	9%	0%	0%	0%	0%
20th SFG	29	2.17 ^{bc}	48%	21%	17%	3%	7%	0%	0%	3%
Other	5	1.60	80%	0%	0%	20%	0%	0%	0%	0%

Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Table 9. SOF Operator Time Spent on Language Learning at Home by USASOC Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
USASOC Overall	787	2.72	42%	17%	15%	7%	6%	4%	2%	7%
USASOC HQ	6	2.83 ^{abcde}	17%	33%	17%	17%	17%	0%	0%	0%
SWCS - Staff	22	2.55 ^{abcde}	36%	27%	18%	9%	0%	0%	0%	9%
CA/MISG HQ	3	3.33	67%	0%	0%	0%	0%	0%	0%	33%
4th MISG	118	3.04 ^{abcd}	42%	14%	9%	8%	4%	8%	4%	9%
95th CA Bde	149	3.59 ^{abcd}	26%	8%	23%	12%	11%	7%	3%	11%
SF Command HQ	1	1.00	100%	0%	0%	0%	0%	0%	0%	0%
1st SFG	69	2.33 ^{ad}	43%	19%	19%	7%	6%	4%	0%	1%
3rd SFG	79	1.86 ^c	54%	22%	15%	5%	3%	0%	0%	1%
5th SFG	139	1.81 ^e	60%	18%	12%	4%	4%	1%	0%	1%
7th SFG	91	3.80 ^{abcd}	32%	11%	15%	4%	9%	4%	1%	23%
10th SFG	55	1.73 ^c	55%	25%	13%	7%	0%	0%	0%	0%
19th SFG	12	2.08 ^{abcde}	42%	33%	8%	8%	8%	0%	0%	0%
20th SFG	29	3.41 ^{abcd}	21%	31%	10%	3%	14%	7%	7%	7%
Other	5	2.40	20%	40%	20%	20%	0%	0%	0%	0%

Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Table 10. SOF Operator Time Spent on Language Learning While Deployed by USASOC Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
USASOC Overall	764	3.83	34%	8%	12%	8%	8%	5%	3%	21%
USASOC HQ	5	4.40 ^{ab}	40%	0%	0%	20%	0%	0%	0%	40%
SWCS - Staff	22	3.00 ^{ab}	27%	18%	27%	5%	14%	0%	5%	5%
CA/MISG HQ	3	4.67	33%	0%	0%	0%	33%	0%	0%	33%
4th MISG	114	3.71 ^{ab}	43%	6%	10%	4%	9%	1%	1%	27%
95th CA Bde	140	3.79 ^{ab}	36%	6%	10%	10%	9%	7%	2%	20%
SF Command HQ	1	1.00	100%	0%	0%	0%	0%	0%	0%	0%
1st SFG	68	3.15 ^b	41%	7%	13%	12%	6%	9%	4%	7%
3rd SFG	78	3.47 ^{ab}	32%	13%	15%	8%	9%	5%	6%	12%
5th SFG	135	4.42 ^a	23%	9%	13%	9%	7%	7%	8%	24%
7th SFG	91	4.70 ^a	33%	4%	8%	3%	5%	2%	0%	44%
10th SFG	54	2.56 ^b	43%	15%	19%	11%	6%	2%	0%	6%
19th SFG	11	2.45 ^{ab}	55%	18%	0%	9%	9%	0%	0%	9%
20th SFG	28	5.07 ^a	14%	7%	11%	4%	14%	18%	4%	29%
Other	5	4.40	40%	0%	0%	20%	0%	0%	0%	40%

Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Language Resource Accessibility

Most SOF operators indicated that language training materials were *easy* or *very easy* to access at their unit (58%, $n = 625$) or when at home (51%, $n = 566$; Figure 6, p. 24). There were significant differences for ease/difficulty in accessing training materials at SOF operators' units and at home across USASOC organizations (Tables 11 and 12, pp. 25-26). For instance, USASOC HQ, USAJFKSWCS staff, 4th MISG, and 7th SFG operators found it easier to access language materials at their unit than all other USASOC operators (e.g., 95th CA Bde, 1st SFG, etc.). When comparing ease/difficulty of accessing language resources at home, 4th MISG, 95th CA Bde, and 7th SFG operators had easier access than 1st SFG, 3rd SFG, and 5th SFG operators. There were no significant differences for ease/difficulty in accessing materials at SOF operators' unit or at home across SOF organizations (Appendix G, Tables 1 and 2).

While deployed, SOF operators' perceptions of how easy/difficult it was to access language resources varied. Thirty-one percent ($n = 341$) of SOF operators indicated that resources were *difficult* or *very difficult* to access, while 34% ($n = 359$) indicated they were *easy* or *very easy* to access (Figure 6, p. 24). Furthermore, 35% ($n = 372$) of SOF operators indicated that resources were *neither easy nor difficult* to access while on deployment. There were no significant differences for ease/difficulty in accessing materials while deployed across USASOC organizations (Table 13, p. 27) or SOF organizations (Appendix G, Table 3).

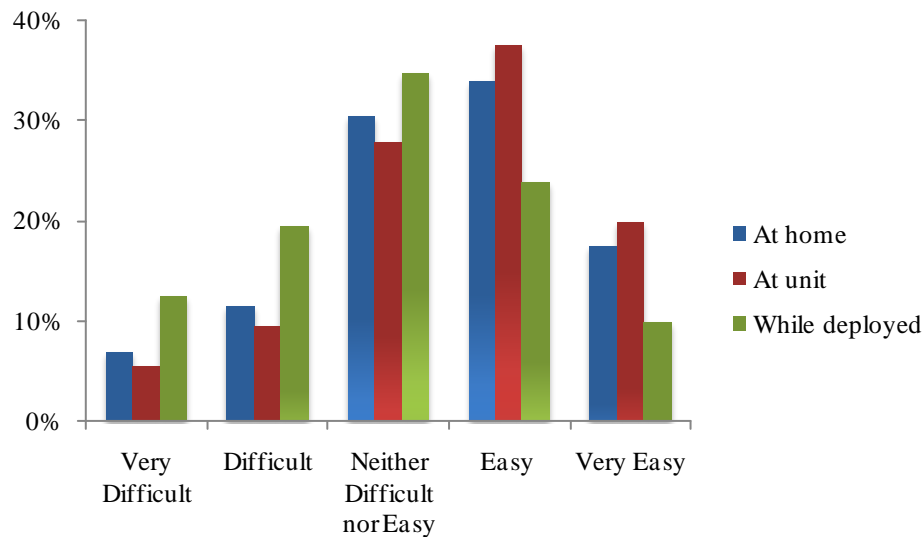
Similarly, when commenting on their units' language facilities or language resources, only six SOF operators (3%) indicated the need for improved access to resources, specifically language learning software.

"The problem with language training while deployed is lack of adequate internet computers"

SOF Operator, 4th MISG

"The AKO Rosetta Stone program needs to be easier to get to."

































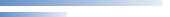







































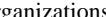


SOF Operator, Other SOF Organization

Figure 6. Overall SOF Operator Ease/Difficulty of Accessing Language Resources

Note. 1 = *Very Difficult*, 2 = *Difficult*, 3 = *Neither Difficult Nor Easy*, 4 = *Easy*, 5 = *Very Easy*.












































































At home: $M = 3.44$, $n = 1,100$; At unit: $M = 3.57$, $n = 1,091$; While deployed: $M = 2.99$, $n = 1,072$.

Table 11. SOF Operator Ease/Difficulty of Accessing Language Resources at Unit by USASOC Organization

Organization	n	M	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
USASOC Overall	788	3.63	4% 	9% 	27% 	40% 	20% 
USASOC HQ	6	3.67 ^{abc}	0% 	17% 	33% 	17% 	33% 
SWCS - Staff	21	3.76 ^{abc}	5% 	5% 	29% 	33% 	29% 
CA/MISG HQ	3	4.33	0% 	0% 	0% 	67% 	33% 
4th MISG	121	3.77 ^{ac}	3% 	6% 	26% 	41% 	24% 
95th CA Bde	148	3.47 ^{bc}	3% 	16% 	28% 	40% 	14% 
SF Command HQ	1	3.00	0% 	0% 	100% 	0% 	0% 
1st SFG	71	3.48 ^{bc}	4% 	10% 	35% 	35% 	15% 
3rd SFG	81	3.46 ^{bc}	7% 	11% 	22% 	47% 	12% 
5th SFG	136	3.80 ^c	2% 	7% 	24% 	43% 	24% 
7th SFG	93	4.06 ^{abc}	2% 	1% 	26% 	30% 	41% 
10th SFG	54	3.39 ^{bc}	6% 	11% 	28% 	50% 	6% 
19th SFG	12	2.67 ^b	33% 	0% 	33% 	33% 	0% 
20th SFG	27	3.19 ^{bc}	4% 	19% 	37% 	37% 	4% 
Other	5	3.80	0% 	0% 	60% 	0% 	40% 












































































Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Table 12. SOF Operator Ease/Difficulty of Accessing Language Resources at Home by USASOC Organization

Organization	n	M	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
USASOC Overall	794	3.47	6% 	10% 	32% 	34% 	18% 
USASOC HQ	6	4.17 ^{ab}	0% 	17% 	0% 	33% 	50% 
SWCS - Staff	21	3.57 ^{ab}	10% 	5% 	33% 	24% 	29% 
CA/MISG HQ	3	4.33	0% 	0% 	0% 	67% 	33% 
4th MISG	124	3.67 ^b	6% 	7% 	25% 	39% 	23% 
95th CA Bde	151	3.54 ^b	5% 	11% 	30% 	34% 	21% 
SF Command HQ	1	2.00	0% 	100% 	0% 	0% 	0% 
1st SFG	70	3.24 ^a	4% 	10% 	51% 	26% 	9% 
3rd SFG	79	3.04 ^a	15% 	18% 	25% 	32% 	10% 
5th SFG	137	3.30 ^a	6% 	12% 	40% 	31% 	11% 
7th SFG	93	3.82 ^b	4% 	5% 	30% 	25% 	35% 
10th SFG	55	3.40 ^{ab}	4% 	7% 	36% 	51% 	2% 
19th SFG	12	3.25 ^{ab}	17% 	8% 	25% 	33% 	17% 
20th SFG	28	3.32 ^{ab}	11% 	11% 	21% 	50% 	7% 
Other	5	3.60	0% 	20% 	40% 	0% 	40% 

Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. USASOC organizations sharing the same letter (e.g., a or b) did not report significantly different responses. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Table 13. SOF Operator Ease/Difficulty of Accessing Language Resources While Deployed by USASOC Organization

Organization	n	M	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
USASOC Overall	775	3.02	11% 	18% 	38% 	23% 	10% 
USASOC HQ	5	2.80	20% 	40% 	0% 	20% 	20% 
SWCS - Staff	21	3.33	5% 	10% 	48% 	24% 	14% 
CA/MISG HQ	3	4.00	0% 	0% 	33% 	33% 	33% 
4th MISG	118	3.06	12% 	18% 	36% 	22% 	13% 
95th CA Bde	146	2.92	14% 	16% 	39% 	23% 	8% 
SF Command HQ	1	1.00	100% 	0% 	0% 	0% 	0% 
1st SFG	70	2.74	10% 	29% 	43% 	14% 	4% 
3rd SFG	79	2.94	11% 	24% 	30% 	28% 	6% 
5th SFG	136	3.21	7% 	16% 	38% 	27% 	12% 
7th SFG	91	3.19	11% 	15% 	37% 	16% 	20% 
10th SFG	53	2.83	17% 	15% 	38% 	28% 	2% 
19th SFG	11	2.64	18% 	18% 	45% 	18% 	0% 
20th SFG	27	3.04	7% 	15% 	44% 	33% 	0% 
Other	5	2.40	20% 	60% 	0% 	0% 	20% 

Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. There were no significant differences between USASOC organizations. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

SECTION IV: TYPES OF LANGUAGE RESOURCES USED

This section examines language resource use in the SOF community, specifically, the types of resources used, where they are used, and their perceived effectiveness. Additionally, this section presents SOF operators' suggestions for additional language resources. This assessment provides CLPMs with information on what resources SOF operators find most useful.

Research Questions

This section addresses the following questions:

- What language learning resources do SOF operators use?
 - Where do SOF operators use language resources (i.e., at home, at unit's language facility, while deployed)?
 - Do SOF operators perceive their language resources to be effective?
- What format of self-study language training materials do SOF operators prefer?
- What additional language resources do SOF operators need?

Main Findings

In general, SOF operators (63%, $n = 684$) preferred PC-based self-study language training materials over other formats (i.e., flash cards, books, audio materials). Of the resources provided⁴, most SOF operators previously used Rosetta Stone® (75%), SOLT (44%), and Rapid Rote™ (33%). Although all language resources were rated as effective, Rapid Rote™ and Rosetta Stone® were rated the highest. Comments made by focus group participants supported survey participants' perceptions of Rapid Rote™ and Rosetta Stone's® effectiveness.

Of the SOF operators who reported using SOLT, Tactical Language Training System™, and CL-150™, most used these resources at their units' language facility, while those who used Rosetta Stone® and Rapid Rote™ primarily used them at home. Few SOF operators reported using language resources while deployed.

In addition to the language resources provided, SOF operators reported a need for additional resources. Specifically, SOF operators' comments suggested a need for more time to use resources (25%), more immersion opportunities (15%), and additional language instructors and/or tutors at their units' language facility (13%).

⁴ The 2009 LCNA survey provided respondents with several resource options (i.e., Rosetta Stone®, SOLT, Rapid Rote™, CL-150™, Tactical Language Training System™). The survey also provided two open-ended items for respondents to list and rate additional resources.

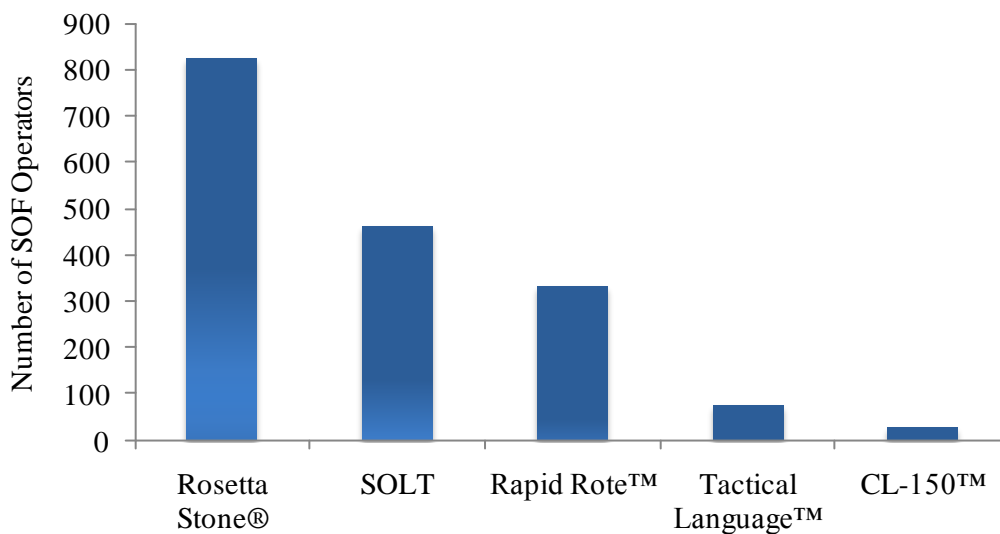
Detailed Findings

Language Learning Resources Used

SOF operators used Rosetta Stone® (75%, $n = 824$), followed by SOLT (44%, $n = 462$), Rapid Rote™ (33%, $n = 330$), Tactical Language Training System™ (7%, $n = 75$), and CL-150™ (3%, $n = 28$; Figure 7, p. 29). Appendices H through L provide details on language learning resource usage by SOF organization and USASOC organization.

SOF operators had the opportunity to provide a listing of other language learning resources used. The most common responses included Pimsleur® ($n = 10$) and instructors/tutors ($n = 7$). Appendix M provides a list of the other language resources provided in response to this question.

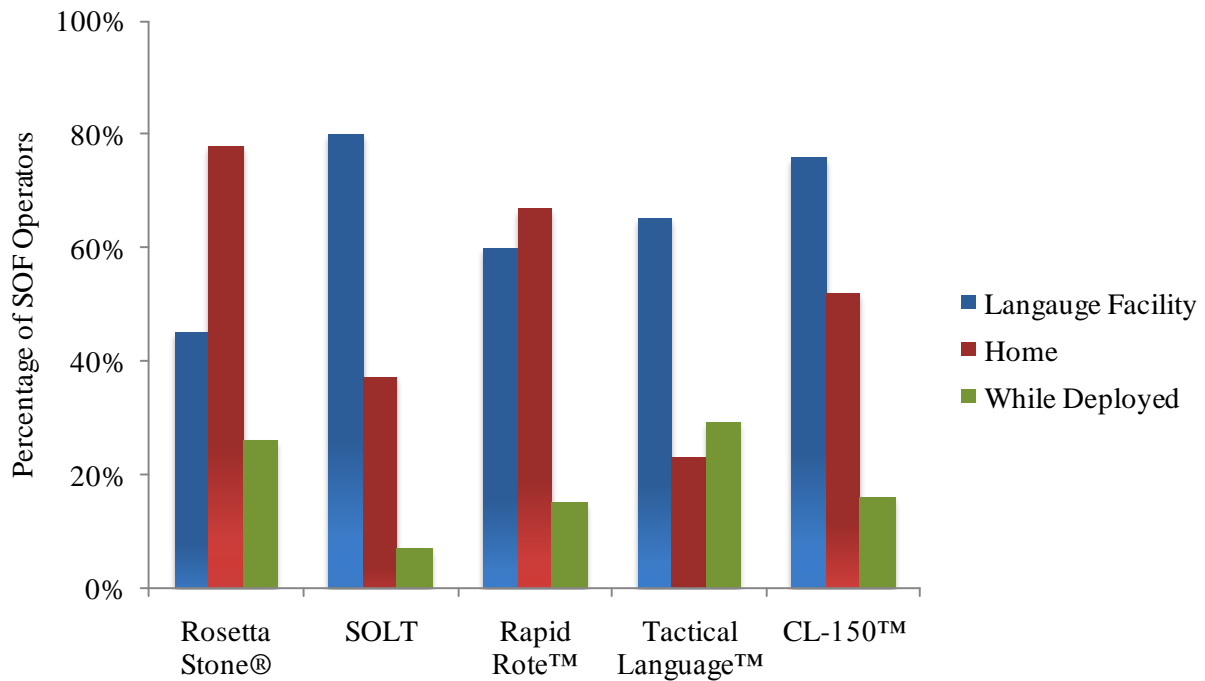
Figure 7. Language Resources Used by SOF Operators



Where SOF Operators Use Resources

Most SOF operators used Rosetta Stone® at home (78%) and used SOLT (80%), Tactical Language Training Systems™ (65%) and CL-150™ (76%) at their units' language facilities (Figure 8, p. 30). SOF operators who used Rapid Rote™ used it at their language facility (60%), at home (67%), or both. Few SOF operators used these resources while deployed, however, those that did, typically used Tactical Language Training Systems™ (29%) or Rosetta Stone® (26%). SOF operators generally used Pimsleur® at home (80%) and interacted with instructors and/or tutors at their units' language facilities (71%). Appendices H through L provide details on where SOF operators use each language learning resource by SOF organization and USASOC organization.

Figure 8. Where SOF Operators Use Language Resources



Note. Responses for Pimsleur® and Instructors/Tutors are not included due to limited sample sizes.

Language Resource Effectiveness

Overall, SOF operators perceived all of the resources to be *effective*⁵ (Figure 9, p. 31). Of the response options provided on the 2009 LCNA survey, Rapid Rote™ ($n = 318$, $M = 2.63$) and Rosetta Stone® ($n = 808$, $M = 2.47$) had the highest effectiveness ratings.

“With learning the language, now, like memorizing vocab, I use Rapid Rote and I have had good success with that.”

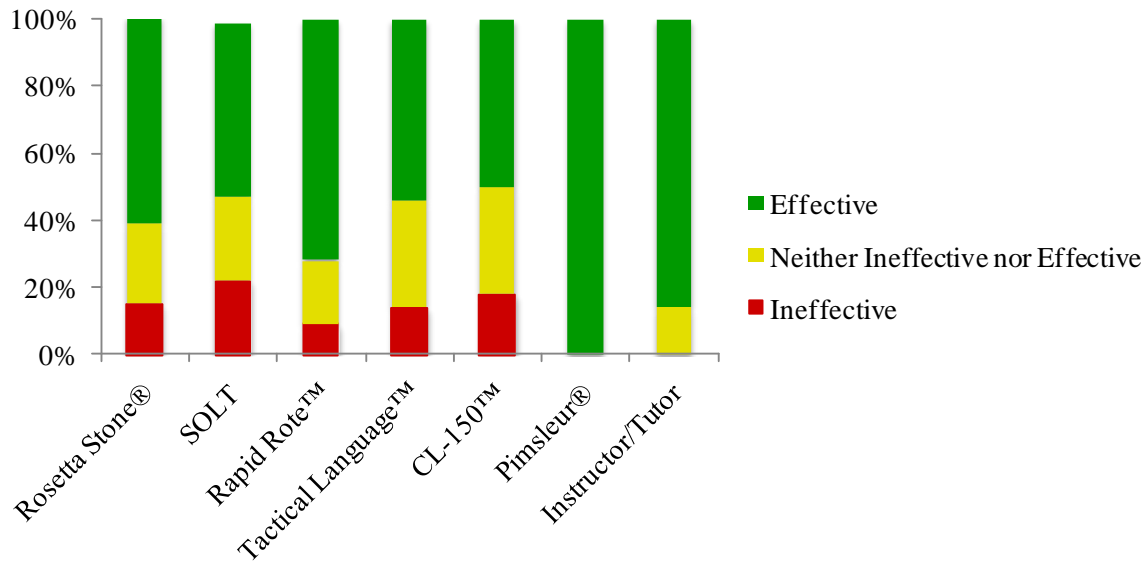
SOF Operator, 5th SFG

“I think Rosetta Stone is pretty good. I really do.”

SOF Operator, WARCUM

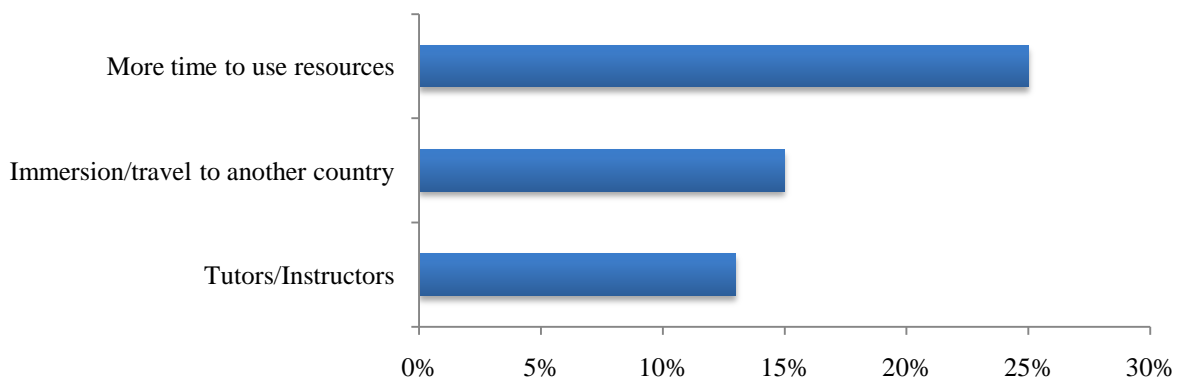
Statements from focus group participants supported these results (see Appendix D, Table 2 for all focus group theme frequencies related to language resources). As indicated previously, SOF operators had the opportunity to list additional resources they used. Those who reported using Pimsleur® ($n = 8$) or a language instructor/tutor ($n = 7$) rated both resources as *effective*. In particular, all of the SOF operators who used Pimsleur® rated it as *effective*.

⁵ Effectiveness was based on a 3-point scale (1 = *Ineffective*, 2 = *Neither Ineffective nor Effective*, 3 = *Effective*).

Figure 9. SOF Operators' Perceptions of Language Resource Effectiveness*Additional Resources*

When asked about the preferred format for language training materials, most SOF operators (63%, $n = 684$) preferred PC-based materials, followed by flash cards (15%, $n = 161$), audio-based materials (12%, $n = 129$), and books (11%, $n = 118$). Appendix N, Tables 1 and 2 provide SOF organization and USASOC organization breakdowns for preferred language training material format.

For additional resources needed at their units, the three most frequent requests included, more time to use resources (25%), immersion opportunities (15%, $n = 46$), and language instructors/tutors (13%, $n = 42$; Figure 10, p. 31). Appendix D, Table 3 provides frequencies for all comment themes related to additional language resources needed.

Figure 10. Additional Resources Suggested by SOF Operators⁶

⁶ The top three responses (i.e., those greater than 10%) from SOF operators were presented in Figure 10 (p.31). See Appendix D, Table 3 for a complete listing of responses.

Many SOF operators suggested that language learning and maintenance should have assigned and/or protected time, as many other SOF tasks and duties do.

“Dedicated time to learn. We send operators to Jumpmaster and shield them. We send them to SOTIC or Ranger School and shield them from every distraction. Within the Community, we say language skills are important, but try getting an operator time off to attend additional language training and it is not considered important enough to miss other training.”

SOF Operator, Other SOF Organization

“A set amount of time every month for Lang training just as if it was a range or a jump.”
SOF Operator, USSOCOM HQ

The following are comments from SOF operators indicating the need for immersion opportunities.

“Opportunity for immersion training (to exclude tactical deployments). Immersion training is the most effective way to learn languages.”

SOF Operator, 5th SFG

“Cultural training with locals. There are many locals who we can network with that speak the language. If we could connect with them socially, we could learn a lot and the interaction could also produce recruiting leads.”

SOF Operator, 95th CA Bde

Some SOF operators commented on the need for more instructors and/or tutors at their units' language facility, indicating that some individuals prefer or learn better from a “live” language resource.

“Have language teachers on hand in each language for the purpose of training soldier's as they have time.”

SOF Operator, USSOCOM HQ

“Have a language tutor available during duty time, have a language facility in all Battalions where we can use it at our convenience and not having to request from other units and having to wait for available time and it won't work with our training schedule”

SOF Operator, 95th CA Bde

SECTION V: CONCLUSIONS AND RECOMMENDATIONS

Access to language resources and technology is vital to SOF operators' ability to gain and/or maintain foreign language proficiency. Additionally, SOF operators must have time to use the provided resources. This report provides feedback on the language resources provided in order to inform future resourcing decisions. First, SOF operators' access to and use of a formal unit language facility is explored. Then, the report focuses on where language resources are used, which resources are used, which resources are effective, followed by recommendations.

Although most SOF operators reported having access to a unit language facility, they only visited the facility less than once a month or not at all. Furthermore, SOF operators' open-ended comments indicated that even when a language facility was available to them, they did not have the time or leadership support to use it. For instance, the three most frequent open-ended comment themes were: (1) a lack of protected training time, (2) language training perceived as not as important as other tasks, duties, or training, and (3) a lack of command support.

"The time to actually use the language lab."

SOF Operator, 4th MISG

In addition to providing a unit language facility, the SOFLO and CLPMs should ensure that SOF operators have the necessary language resources available to aid them in gaining or maintaining language proficiency. Rosetta Stone[®], SOLT, and Rapid Rote[™] were the most common resources used by SOF operators and, overall, the resources were considered *effective* by those who used them.

The majority of SOF operators engaged in language learning while deployed (66%), rather than at home (59%) or during work duty (44%). Furthermore, the majority of SOF operators who studied while deployed spent three or more hours per week on language learning in comparison to the one hour spent by those studying at home or work. This is likely because the need for language skills is more of a priority while on deployment, and depending on the mission, SOF operators may have more time available to study language.

These findings, in combination with SOF operators' open-ended comments, lead to the following recommendations: (1) advertise resources more effectively, (2) provide additional instructors and/or tutors at unit language facilities, (3) protect language learning and maintenance time, and (4) provide easier access to language resources while deployed.

Advertise resources more effectively. SOFLO and CLPs should advertise language resources more effectively. While most SOF operators reported having access to resources such as unit language facilities and instructors/tutors, some respondents indicated not having access to resources at units where facilities exist.

Provide more instructors/tutors. SOFLO should analyze and consider the cost-benefit of providing more instructors/tutors. The majority SOF operators with a language facility reported a language instructor was

available for tutoring. However, consistent with their open-ended comments expressing the need for additional instructors, 9% of SOF operators indicated no instructor was available and 22% did not know if one was available. This suggests that some SOF operators may prefer “live” resources such as instructors located in the unit that can provide language learning guidance. The blend of technology (e.g., Rosetta Stone®) with a live instructor is generally considered an effective training solution (Blunt, 2007; Freitas & Levine, 2004; Tuzun, 2007). Additionally, some SOF operators indicated that there was no instructor available at their facility in the language they were studying.

“Do not have an instructor for my target language. The language is not used, therefore the language lab does not have an instructor.”

SOF Operator, USASOC HQ

Protect language learning and maintenance time. SOF operators’ comments indicated a lack of time for language learning and maintenance. Moreover, some SOF operators commented that at their unit, other tasks and duties have a higher priority than language learning and maintenance. Although time is not a physical resource, it is highly important. If SOF operators are to maintain proficiency in a language, they need dedicated time to study on a daily or weekly basis. Leadership should place more emphasis on language training and provide protected study time (*Command Support for Language: Grading the Chain of Command*, Technical Report #2010011006).

“If I were allowed to attend the weekly training available instead of constantly being forced to take care of other military tasks, and if you could do the same for PT that would be great.”

SOF Operator, USSOCOM

Foreign language skills deteriorate rapidly over time; therefore, SOF operators need protected time to utilize the provided language resources to maintain and enhance their language skills. Although most SOF operators whose units had language facilities indicated that instructors and language learning resources were available, some SOF operators did not know if instructors (22%) or resources (15%) were available. These findings, in conjunction with the infrequent visits to the language facility, could be due to the lack of time available for SOF operators to use their language facilities and its resources as indicated in their qualitative responses.

Easier access to language resources during deployments. It is important that language learning resources are available to SOF operators in settings outside of the language facility, such as at home or on deployment. Although SOF operators spent the most time on language learning or maintenance while deployed, only 34% found it *easy* or *very easy* to access the resources, while 31% found it *difficult* or *very difficult*. Furthermore, of the resources used (e.g., Rosetta Stone®, Rapid Rote™, etc.), few SOF operators indicated using them while deployed, likely because of the access issues indicated in their open-ended comments.

This suggests that language resources that do not require network access or are portable (e.g., MP3s, DVDs, etc.) might benefit SOF operators on deployment. For instance, most SOF operators reported

using Rosetta Stone[®]. However, many open-ended comments indicated the need for a stand-alone copy of Rosetta Stone[®] or other resources so they can be accessed without internet while deployed as internet connectivity is not always available.

“The new version of Rosetta Stone needs to be made available to SOF operators – The hard disk version, not just the online version. The new version is vastly superior to the old one (the one currently available online). Operators do not always have access to the internet, so the hard disk version needs to be available...especially if he is going to study during a deployment. There’s not exactly wireless internet in the mountains of Afghanistan (contrary to what some US Govt Employees think).”

SOF Operator, USSOCOM

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ABOUT SWA CONSULTING INC.

SWA Consulting Inc. (formerly Surface, Ward, and Associates) provides analytics and evidence-based solutions for clients using the principles and methods of industrial/organizational (I/O) psychology. Since 1997, SWA has advised and assisted corporate, non-profit and governmental clients on:

- Training and development
- Performance measurement and management
- Organizational effectiveness
- Test development and validation
- Program/training evaluation
- Work/job analysis
- Needs assessment
- Selection system design
- Study and analysis related to human capital issues
- Metric development and data collection
- Advanced data analysis

One specific practice area is analytics, research, and consulting on foreign language and culture in work contexts. In this area, SWA has conducted numerous projects, including language assessment validation and psychometric research; evaluations of language training, training tools, and job aids; language and culture focused needs assessments and job analysis; and advanced analysis of language research data.

Based in Raleigh, NC, and led by Drs. Eric A. Surface and Stephen J. Ward, SWA now employs close to twenty I/O professionals at the masters and PhD levels. SWA professionals are committed to providing clients the best data and analysis upon which to make evidence-based decisions. Taking a scientist-practitioner perspective, SWA professionals conduct model-based, evidence-driven research and consulting to provide the best answers and solutions to enhance our clients' mission and business objectives. SWA has competencies in measurement, data collection, analytics, data modeling, systematic reviews, validation, and evaluation.

For more information about SWA, our projects, and our capabilities, please visit our website (www.swa-consulting.com) or contact Dr. Eric A. Surface (esurface@swa-consulting.com) or Dr. Stephen J. Ward (sward@swa-consulting.com).

The SWA Consulting Inc. team members contributed to this report (listed in alphabetical order):

Mrs. Lauren M. Brandt
Mr. Milton V. Cahoon
Dr. Reanna Poncheri Harman
Ms. Jenna Hartinger
Dr. Eric A. Surface
Dr. Stephen J. Ward
Ms. Natalie Wright

APPENDIX A: ABOUT THE LCNA PROJECT

In 2003-2004, the Special Operations Forces Language Office (SOFLO) sponsored the *SOF Language Transformation Strategy Needs Assessment Project* to inform the development of a language transformation strategy in response to a GAO report (2003). This *SOF Language Transformation Strategy Needs Assessment Project* collected current-state information about language usage, proficiency, training, and policy issues (e.g., Foreign Language Proficiency Pay, FLPP) from SOF personnel, SOF unit leaders, and other personnel involved in SOF language. The project used multiple data collection methods and provided the SOFLO with valid data to develop a comprehensive language transformation strategy and advocate for the SOF perspective on language issues within the DoD community.

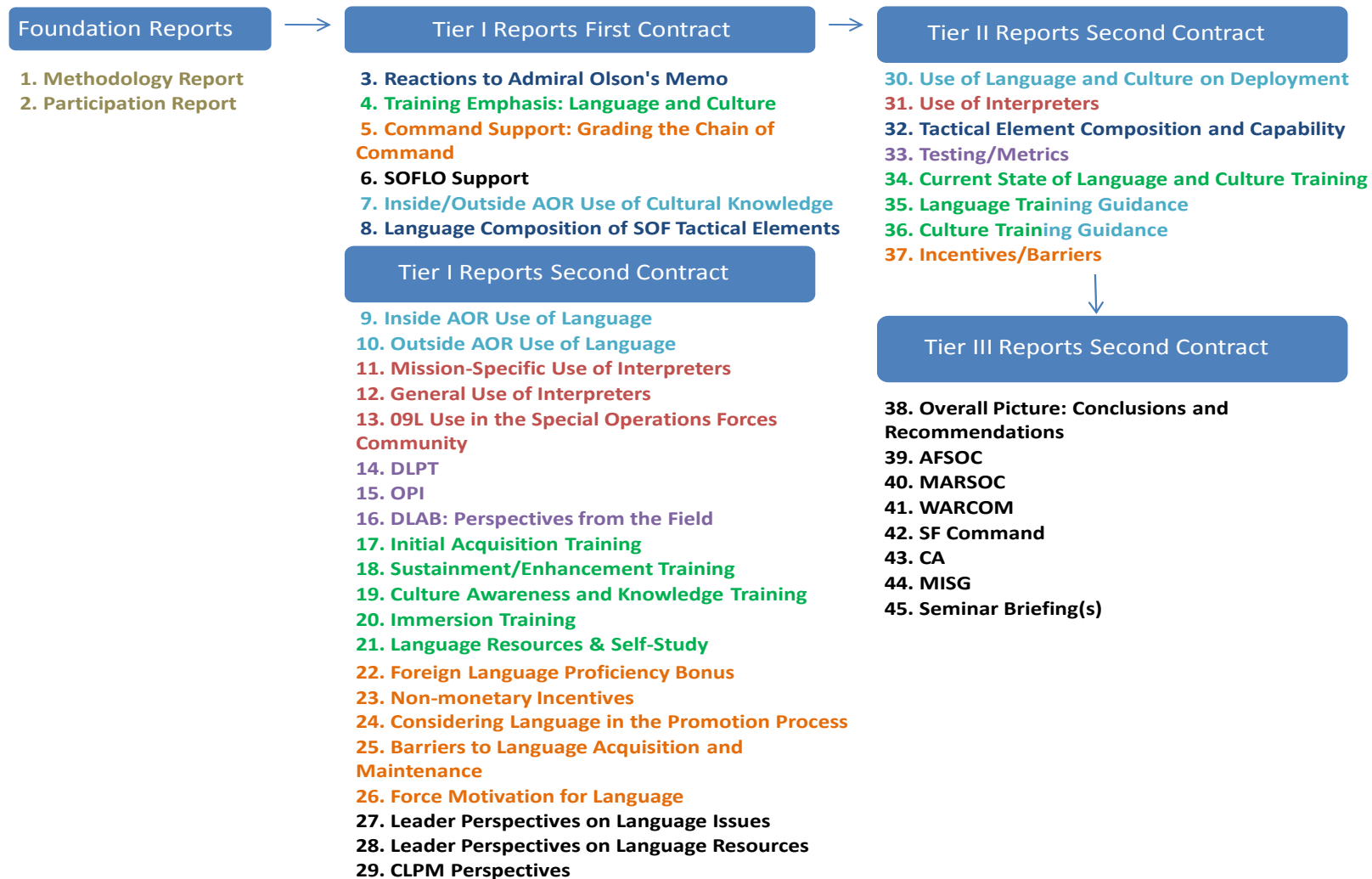
In a continuing effort to update knowledge of language and culture needs while informing strategic plan development, the SOFLO commissioned the *2009 SOF Language and Culture Needs Assessment Project* (LCNA) to reassess the language and culture landscape across the United States Special Operations Command (USSOCOM) and develop a strategy for the next five years. Data were collected between March and November, 2009 from personnel in the SOF community, including SOF operators and leaders. Twenty-three focus groups were conducted between March and June, 2009. A comprehensive, web-based survey for both SOF operators and leaders was launched on 26 October and closed on 24 November, 2009.

This project's findings will be disseminated through reports and briefings (see Appendix A, Figure 1). Two foundational reports document the methodology and participants associated with this project. The remaining reports are organized in three tiers. Twenty-five *Tier I* reports focus on specific, limited issues (e.g., *Inside AOR Use of Language*). *Tier II* reports integrate and present the most important findings across related *Tier I* reports (e.g., *Use of Language and Culture on Deployment*) while including additional data and analysis on the topic. Most, but not all, *Tier I* reports will roll into *Tier II* reports. One *Tier III* report presents the most important findings, implications, and recommendations across all topics explored in this project. The remaining *Tier III* reports present findings for specific SOF organizations [e.g., Air Force Special Operations Command (AFSOC), Special Forces (SF) Command]. All *Tier III* reports are associated with a briefing. Report topics are determined by the SOFLO and subject to change.

In June, 2009, the GAO reported that the Department of Defense is making progress toward transforming language and regional proficiency capabilities but still does not have a strategic plan in place to continue development that includes actionable goals and objectives. The findings from this study can be used by the SOFLO and leaders at USSOCOM to continue strategic planning and development in this area.

This project design, logistics, data collection, initial analysis and first eight reports of this project were conducted by SWA Consulting Inc. (SWA) under a subcontract with SRC (SR20080668 (K142); Prime # N65236-08-D-6805). The additional reports are funded under a separate contracting vehicle with Gemini Industries Inc. [GEM02-ALMBOS-0018 (10210SWA-1); Prime # USZA22-02-D-0015]. For questions or more information about the SOFLO and this project, please contact Mr. Jack Donnelly (john.donnelly@socom.mil). For specific questions related to data collection or reports associated with this project, please contact Dr. Eric A. Surface (esurface@swa-consulting.com) or Dr. Reanna Poncheri Harman (rpharman@swa-consulting.com) with SWA Consulting Inc.

Appendix A, Figure 1. Report Overview



Note: Foundation reports are referenced by every other report. Colors represent *Tier I* reports that roll (integrate) into an associated *Tier II* report. Reports in black are final reports on the topic but may be cited by other reports. *Tier II* reports roll into the *Tier III* reports. All *Tier III* reports include an associated briefing.

APPENDIX B: METHODOLOGY

Participants

Focus Group Participants

Twenty-three focus groups were conducted with 126 SOF personnel across the SOF community. Focus groups were conducted with AFSOC, MARSOC, WARCOC, and USASOC (see *Participation Report Technical Report #2010011003* for participant details). This report presents verbatim comments related to SOF operators' experiences with using language resources. See the *Methodology Report* (Technical Report #2010011002) for the focus group interview guide.

Survey Participants

Survey respondents received the SOF operator version of the language resources and self-study items if they indicated one of the following SOF community roles:

- SOF Operator
- SOF Operator assigned to other duty

The SOF operators (i.e., SOF operators and SOF operators assigned to other duties) included in this report were primarily from USASOC (72%); specifically, most were from 95th CA Bde (19%), 5th SFG (18%), and 4th MISG (16%).

The SOF leader version of the survey did not provide leaders with the opportunity to respond to the language resources and self-study items.

Measures

Items

The first language resource survey item asked SOF operators if they have a language facility at their unit. Those who indicated 'yes' (81%, $n = 923$) received the following items:

- How often do you visit your unit's language facility in a typical month?
- Does your unit's language facility have an instructor available whom you can go to for tutoring?
- Does your unit's language facility have language learning resources?

SOF operators, regardless of whether they responded 'yes' or 'no' to the language facility item, received the following items:

- Please indicate the average amount of time you spend per week on language learning/maintenance in the following settings: during work duty, at home, on deployment
- How easy/difficult is it for you to access language training materials:
 - At home?
 - At your home station⁷?
 - While deployed?
- What format of self-study language training materials do you MOST prefer?

⁷ In this report, "at home station" is referred to as "at unit".

Additionally, SOF operators were asked about their use of the following language resources: Rosetta Stone[®], CL-150[™], SOLT, Rapid Rote[™], and Tactical Language Training System[™]. They also had the option to type in any additional resources they may have used. If a SOF operator responded ‘yes’ to using the resource, they responded to the following items for each resource used:

- Where have you used it?
 - At your unit’s language facility?
 - At home?
 - While deployed?
- How effective was it?







































































SOF operators were given the opportunity to respond to two open-ended items including, “Please indicate any resources you would like to have made available to you that you do not currently have at your unit” and “Please provide any additional comments that you have about your unit’s language facility or the language resources available at your unit.”

Analyses

All closed-ended items were analyzed using a combination of descriptive and inferential statistics. For each item, the frequencies and average (i.e., mean) responses for each item are presented in the appendices. To compare responses across groups of participants, inferential statistics (e.g., analysis of variance, *t*-tests) were used to determine if any observed differences are likely to exist in the broader population of interest.

To analyze the focus group data and open-ended items (survey comments), raters created a content code (i.e., theme) list based on available responses (*Methodology Report, Technical Report #2010011002* for details on qualitative coding). A primary rater then coded each response and a secondary rater coded 30% of the responses. Raters determined the consistency of codes applied between them and discussed any disagreements to consensus. The frequency of occurrence for each theme is presented in Appendix D. For further details on these methods, please refer to the *Methodology Report (Technical Report #2010011002)*.

APPENDIX C: LANGUAGE FACILITY USAGE*Appendix C, Table 1. SOF Operator Visits to Language Facility by SOF Organization*

Organization	<i>n</i>	<i>M</i>	Never	Less than once a month	Once a month	2-3 times a month	Once a week	2-3 times a week	Daily
Overall	917	2.27	32% 	41% 	9% 	9% 	7% 	1% 	1% 
USSOCOM HQ	98	2.35	27% 	42% 	10% 	13% 	8% 	0% 	0% 
AFSOC	9	2.67	22% 	33% 	11% 	22% 	11% 	0% 	0% 
USASOC	703	2.25	32% 	41% 	9% 	9% 	8% 	1% 	0% 
WARCOM	5	2.20	20% 	60% 	0% 	20% 	0% 	0% 	0% 
MARSOC	13	3.08	38% 	23% 	8% 	0% 	0% 	15% 	15% 
JSOC	1	2.00	0% 	100% 	0% 	0% 	0% 	0% 	0% 
TSOC	8	1.50	50% 	50% 	0% 	0% 	0% 	0% 	0% 
Deployed SO Unit	47	2.02	49% 	28% 	6% 	9% 	6% 	2% 	0% 
Other	33	2.52	30% 	36% 	9% 	12% 	3% 	6% 	3% 

Note. 1 = Never, 2 = Less than once a month, 3 = Once a month, 4 = 2-3 times a month, 5 = Once a week, 6 = 2-3 times a week, 7 = Daily. There were no significant differences between SOF organizations.

APPENDIX D: SURVEY AND FOCUS GROUP COMMENT THEME FREQUENCIES

SOF operators were given the opportunity to provide comments in response to the following prompt:

- *Please provide any additional comments you have about your unit's language facility or the language resources available at your unit.*

Appendix D, Table 1. Frequency of Survey Comment Themes

Comment Theme	<i>n</i>	% of SOF Operators
General – Positive	67	35%
Limited Time	49	26%
Language training not as important as other tasks/duties/training	22	12%
Command Support/Language program management or policies	21	11%
General - Negative	12	6%
No language facility/lab available	11	6%
Other	11	6%
Need more physical materials/resources	9	5%
Do not know what resources are available	7	4%
Need instructors for certain languages	7	4%
Need easier access to software	6	3%
Do not need/use language lab	5	3%
Need immersion training	5	3%
Need language facility/lab in closer proximity to unit/group	5	3%
Need SET	3	2%
More flexible lab/instructor hours	3	2%
Total number of SOF operators who commented	189	

Note. Some comments contained multiple themes. Therefore, the total number of codes assigned may be greater than the total number of comments.

Appendix D, Table 2. Focus Group Responses Concerning Language Resources

Focus Group Theme	<i>n</i>
<i>Language Resource Usage</i>	
Other comments about DL/TDT ⁸ resources	17
DL/TDT is not as effective as learning language with an instructor	7
There is time while on deployment to use DL/TDT resources	6
Other positive comments about available DL/TDT resources	6
DL/TDT should be used for maintenance/sustainment as opposed to initial acquisition of language	6
Other suggestions about the use of DL/TDT resources	6
Language materials are not military-focused	4
DL/TDT resources should be self-paced	4
Unaware of available resources	3
DL/TDT resources are not available for my language	2
DL/TDT is not as effective as interactions with others	1
<i>Resource Specific Comments</i>	
Other negative comments about available DL/TDT resources	11
Rosetta Stone [®] : Ineffective	10
Rosetta Stone [®] : Effective	3
There is not time while on deployment to use DL/TDT resources	2
Rapid Rote [™] : Effective	1
Rapid Rote [™] : Ineffective	1

⁸ Distance Learning/Technology Delivered Training

SOF operators were given the opportunity to provide comments in response to the following prompt:

- *Please indicate any resources you would like to have made available to you that you do not current have at your unit.*

Appendix D, Table 3. Frequency of Survey Comment Themes

Comment Theme	<i>n</i>	% of SOF Operators
More time to use resources	78	25%
Immersion/travel to country	46	15%
Tutors/Instructors	42	13%
Rosetta stone®	29	9%
Access to language materials	23	7%
Other	21	7%
Need a language lab	20	6%
Multimedia /audio/visual files	18	6%
General positive comment about language lab	16	5%
Language support	12	4%
More programs/courses	12	4%
Native speakers to interact with	12	4%
General negative comment about language lab	10	3%
Pimsleur®	7	2%
Training at DLI	6	2%
Funding	6	2%
New/more reading exercises/materials	6	2%
Never attended language lab	4	1%
Updated electronics	4	1%
Dictionaries/textbooks	3	1%
Translators	3	1%
SOLT	2	1%
Don't have a language lab	1	< 1%
Access to cultural materials	1	< 1%
Total number of SOF operators who commented	316	

Note. Some comments contained multiple themes. Therefore, the total number of codes assigned may be greater than the total number of comments.

APPENDIX E: COMMENT CODE DEFINITIONS

SOF operators were given the opportunity to provide comments in response to the following prompts:

- *Please provide any additional comments you have about your unit's language facility or the language resources available at your unit.*
- *Please indicate any resources you would like to have made available to you that you do not currently have at your unit.*

All comments were content analyzed to extract common themes. The resulting themes are provided below with a definition of each theme and verbatim exemplar comments that illustrate the theme. For more information about this study's content analysis process, please refer to the *Methodology Report* (Technical Report # 2010011002).

Note: Exemplar comments are presented verbatim and are uncorrected for mistakes.

Please provide any additional comments you have about your unit's language facility or the language resources available at your unit.

- General - Positive
 - Definition: SOF operators made a generic, positive comment about their units' language lab or the language resources that are available.
 - "The language facility provides enough resources"
- General - Negative
 - Definition: SOF operators made a generic, negative comment about their units' language lab or the language resources that are available.
 - "Inadequate, to say the least."
- No language facility/lab available
 - Definition: SOF operators indicated there was not a language facility or lab available at their unit.
 - "We do not have one, but need one ASAP."
- Do not need/use the language lab
 - Definition: SOF operators responded that they did not need or use the language lab that was available at their unit.
 - "the facility isn't used because we don't need our language facility. The AOR is always changing and each commander thinks one is more important than another. Changing AORs doesn't help"
- Do not know what resources are available
 - Definition: SOF operators indicated that they were unaware of what language resources were available at their unit. In some instances, this was due to their recent arrival at the unit.
 - "Not sure what my unit provides at the language lab."

- Language training is not as important as other tasks/duties/training
 - Definition: SOF operators commented that language training was not as important as other SOF tasks, duties, or training.
 - “The facility is available but every time the unit sets aside language training for a team everything else that happens takes precedence. Change of command, inventories, SRP, these are things that can be rescheduled or missed to help a team better meet mission. Apparently this is not important to the C.O.C. so now there's a "NEW" plan that's going to work. Wonder what that OER bullet looks like.”
- Limited time
 - Definition: SOF operators indicated that they were not given enough time to effectively use the language resources available.
 - “The facility is great; however, we don't have much time to use it...”
- Need instructors for certain languages
 - Definition: SOF operators indicated that certain languages needed more instructors.
 - “Our language facility lacks permanent Arabic and Pashtun/Dari teachers.”
- Command support/language program management or policies
 - Definition: SOF operators suggested that command support policies or program management inhibit their use of language resources.
 - “Our command doesn't put serious emphasis on language training, why should the individual?”
- Need more physical materials/resources (dictionaries, text books)
 - Definition: SOF operators indicated that additional physical materials (e.g., dictionaries, textbooks) are needed at their units’ language facility.
 - “We need dictionaries.”
- Need easier access to software (e.g., Rosetta Stone[®] not on AKO)
 - Definition: SOF operators commented that they need easier access to electronic language resources. This included problems with firewalls and software available only on AKO.
 - “The AKO Rosetta Stone program needs to be easier to get to.”
- Need SET
 - Definition: SOF operators indicated that they would benefit from sustainment/enhancement training (SET).
 - “...Also, Sustainment training needs to be built into the program in order to turn out well-rounded operators.”
- Need immersion training
 - Definition: SOF operators commented that they would benefit from immersion training.
 - “More cultural immersion training, make an exchange program through the MILGRP's so we can have military personnel with us throughout cultural training phase.”

- More flexible lab/instructor hours
 - Definition: SOF operators indicated that their units' language facility would benefit from more flexible lab or tutoring hours.
 - "The tutor is only available once a week and training requirements often detract from being able to participate. Time needs to be allotted for the unit to train on language every week."
- Need language facility/lab in closer proximity to unit/group
 - Definition: SOF operators indicated that they needed a language facility or lab that was in closer proximity to their unit.
 - "it's location makes it difficult to access frequently"
- Other
 - Definition: SOF operators made a comment about their units' language facility or language resources available at their unit that did not fall into one of the other specified themes.
 - "It's too small. I would like it to be a bigger building with a fulltime staff in all target languages"

Please indicate any resources you would like to have made available to you that you do not currently have at your unit.

- Never attended language lab (e.g., just arrived at unit)
 - Definition: SOF operator indicated that he had not used the language lab at their unit.
 - "Just got to the unit within the week and don't know what is available yet"
- Do not have a language lab
 - Definition: SOF operators commented that they did not have a language facility at their unit.
 - "Our unit is still working on our language lab and in the process of acquiring language resources. Once the language lab is open, I would be able to give a better response."
- Need a language lab
 - Definition: SOF operators indicated that their unit did not have a language lab, but needed one.
 - "In our unit, due to the frequency of personnel interacting with the population, there needs to be a standalone language facility where soldiers can go to train on their language"
- General positive comment about language lab
 - Definition: SOF operators made a generic, positive comment about their units' language lab that did not fall into another positive-related theme.
 - "3rd SFG and 7th SFG have an extremely professional language lab. Their instructors are excellent and flexible to meet the demands of deployment requirements for each individual student."

- General negative comment about language lab
 - Definition: SOF operators made a generic, negative comment about their units' language lab that did not fall into another negative-related theme.
 - "Any resources at my unit would be an improvement"
- More time to use resources
 - Definition: SOF operators indicated that they needed more time to use the resources available at their units' language lab.
 - "The time to visit the language lab and get some hands on training."
- Language support (e.g., not being pulled for other tasks)
 - Definition: SOF operators responded that they needed more administrative support for using language resources/study time. Some indicated that SOF operators should not be pulled for other tasks while using language resources.
 - "If I were allowed to attend the weekly training available instead of constantly being forced to take care of other military taskings, and if you could do the same for PT that would be great."
- Access to language materials (e.g., unable to find resources, could not access because of firewalls, no "bloat-ware")
 - Definition: SOF operators indicated that it was difficult to locate and/or access materials at their units' language lab or via the Internet (e.g., AKO).
 - "I would have used the Rosetta Stone product, but when I've gone out to AKO to find, I have problem finding it. I think on one occasion, I did find what I think was the right site, USASOC firewalls wouldn't let me use it."
- Cultural materials
 - Definition: SOF operators commented that they should have more access to cultural materials for the language they are studying.
 - "some sort of cultural immersion software (to include slang terms that are used in country i.e. Iraqi slang) would be helpful"
- More programs/courses
 - Definition: SOF operators indicated a need for more language programs and/or courses.
 - "Pashtu/Dari language programs."
- Tutors/Instructors
 - Definition: SOF operators indicated a need for more tutors and instructors.
 - "More instructors to match the instructor to student ratio. One person is not enough to teach 30 or 40 students."
- Immersion/travel to country
 - Definition: SOF operators indicated that they should be given more immersion opportunities or to be able to travel to a country that speaks their language.
 - "Training facility that requires you to live in and speak the language as if you are in the country that you will be using the language to live and operate in."
- Native Speakers
 - Definition: SOF operators commented that they need access to individuals who are native speakers of the language.
 - "People who speak the target language from the area we are deploying"

- DLI training
 - Definition: SOF operators indicated that they would benefit from additional training at DLI.
 - “DLI”
- Multimedia files
 - Definition: SOF operators commented that they need access to more multimedia files (e.g., television programs, foreign films, CDs, MP3s).
 - “television/cable programs in the target language”
- Funding
 - Definition: SOF operators indicated a lack of funding for language resources.
 - “Money to build a language lab.”
- Updated and/or additional reading exercises/materials
 - Definition: SOF operators commented on the lack of updated and/or current reading materials (e.g., novels, new materials) available in the language they are studying.
 - “Updated material in the language lab would be good. Some of the stuff is getting a little outdated.”
- Updated electronics
 - Definition: Operators commented on their units’ language facility’s lack of updated electronics (e.g., computers and peripheral equipment).
 - “Larger language facility with more state of the art equipment and actual areas where you can learn and not hear the other instructors 5 feet over with a different group.”
- Dictionaries/textbooks
 - Definition: SOF operators indicated that their units’ language facility needed dictionaries and/or textbooks in the language they are studying.
 - “dictionaries and verb books”
- Electronic translators
 - Definition: SOF operators indicated a need for electronic translators.
 - “Pocket Translators..good ones. That can be upgraded. It would be especially effective for some of the harder languages.”
- Rosetta Stone®
 - Definition: SOF operators indicated a need for access to Rosetta Stone® software.
 - “Rosetta Stone”
- SOLT
 - Definition: SOF operators indicated a need for access to SOLT.
 - “SOLT”
- Pimsleur®
 - Definition: SOF operators commented on the need for Pimsleur® materials.
 - “Pimsleur language training series, in any language.”

- Other
 - Definition: SOF operators indicated a need for other software and/or materials not included in the previously specified themes.
 - “A structured curriculum for the weekly language training would be helpful. I speak with Indonesian language instructors weekly on my own time and practice at home with news broadcasts.”

APPENDIX F: TIME SPENT ON LANGUAGE LEARNING AND MAINTENANCE

Appendix F, Table 1. SOF Operator Time Spent on Language Learning During Work Duty by SOF Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
Overall	1,094	2.19	56%	15%	10%	7%	5%	2%	1%	4%
USSOCOM HQ	127	2.38	52%	14%	11%	7%	9%	1%	2%	4%
AFSOC	21	1.76	57%	29%	5%	5%	0%	5%	0%	0%
USASOC	789	2.19	55%	15%	12%	6%	4%	2%	1%	4%
WARCOM	8	1.75	63%	25%	0%	0%	13%	0%	0%	0%
MARSOC	13	2.54	54%	8%	8%	15%	8%	0%	0%	8%
JSOC	2	3.00	50%	0%	0%	0%	50%	0%	0%	0%
TSOC	16	2.44	56%	6%	6%	19%	6%	0%	0%	6%
Deployed SO Unit	51	1.94	75%	8%	2%	4%	2%	2%	2%	6%
Other	67	2.00	66%	12%	4%	7%	4%	0%	3%	3%

Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. There were no significant differences between SOF organizations.

Appendix F, Table 2. SOF Operator Time Spent on Language Learning at Home by SOF Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
Overall	1,090	2.78	41%	17%	15%	8%	6%	4%	1%	8%
USSOCOM HQ	126	2.91	37%	16%	16%	13%	7%	2%	2%	8%
AFSOC	21	2.76	33%	14%	29%	10%	5%	5%	0%	5%
USASOC	787	2.72	42%	17%	15%	7%	6%	4%	2%	7%
WARCOM	8	2.88	38%	25%	13%	0%	13%	0%	0%	13%
MARSOC	12	4.33	33%	0%	0%	25%	8%	0%	8%	25%
JSOC	2	1.50	50%	50%	0%	0%	0%	0%	0%	0%
TSOC	17	3.06	35%	18%	18%	6%	6%	6%	0%	12%
Deployed SO Unit	50	2.72	42%	20%	14%	2%	8%	6%	0%	8%
Other	67	2.94	37%	13%	18%	9%	9%	6%	0%	7%



















































Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. There were no significant differences between SOF organizations.

Appendix F, Table 3. SOF Operator Time Spent on Language Learning on Deployment by SOF Organization

Organization	<i>n</i>	<i>M</i>	0 hours	0-0.5 hours	0.5-1.0 hours	1.0-1.5 hours	1.5-2.0 hours	2.0-2.5 hours	2.5-3.0 hours	3.0 or more hours
Overall	1,059	3.86	34%	9%	11%	8%	8%	5%	4%	21%
USSOCOM HQ	123	4.12	31%	10%	9%	7%	9%	5%	2%	27%
AFSOC	21	4.19	24%	14%	10%	10%	10%	5%	5%	24%
USASOC	764	3.83	34%	8%	12%	8%	8%	5%	3%	21%
WARCOM	8	4.50	25%	13%	13%	0%	0%	13%	13%	25%
MARSOC	10	4.90	20%	10%	10%	10%	0%	0%	20%	30%
JSOC	2	8.00	0%	0%	0%	0%	0%	0%	0%	100%
TSOC	16	4.44	25%	6%	19%	0%	13%	6%	0%	31%
Deployed SO Unit	50	3.24	34%	18%	12%	6%	8%	6%	10%	6%
Other	65	3.48	42%	3%	12%	12%	6%	5%	5%	15%



















































Note. 1 = 0 hours, 2 = 0-0.5 hours, 3 = 0.5-1.0 hours, 4 = 1.0-1.5 hours, 5 = 1.5-2.0 hours, 6 = 2.0-2.5 hours, 7 = 2.5-3.0 hours, 8 = 3.0 or more hours. There were no significant differences between SOF organizations.

APPENDIX G: EASE/DIFFICULTY IN ACCESSING LANGUAGE RESOURCES*Appendix G, Table 1. SOF Operator Ease/Difficulty in Accessing Language Training Materials at Unit by SOF Organization*

Organization	<i>n</i>	<i>M</i>	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
Overall	1,091	3.57	5% 	10% 	28% 	38% 	20% 
USSOCOM HQ	126	3.41	8% 	9% 	35% 	31% 	17% 
AFSOC	21	2.90	24% 	19% 	14% 	29% 	14% 
USASOC	788	3.63	4% 	9% 	27% 	40% 	20% 
WARCOM	8	3.25	13% 	13% 	25% 	38% 	13% 
MARSOC	13	3.00	8% 	38% 	15% 	23% 	15% 
JSOC	2	2.50	0% 	50% 	50% 	0% 	0% 
TSOC	17	3.47	6% 	6% 	35% 	41% 	12% 
Deployed SO Unit	50	3.72	6% 	6% 	24% 	38% 	26% 
Other	66	3.36	12% 	11% 	27% 	29% 	21% 



















































Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. There were no significant differences between SOF organizations.

Appendix G, Table 2. SOF Operator Ease/Difficulty in Accessing Language Training Materials at Home by SOF Organization

Organization	<i>n</i>	<i>M</i>	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
Overall	1,100	3.44	7% 	11% 	30% 	34% 	17% 
USSOCOM HQ	127	3.39	7% 	16% 	26% 	34% 	17% 
AFSOC	21	2.71	29% 	19% 	14% 	29% 	10% 
USASOC	794	3.47	6% 	10% 	32% 	34% 	18% 
WARCOM	8	3.13	0% 	13% 	63% 	25% 	0% 
MARSOC	13	3.46	8% 	8% 	38% 	23% 	23% 
JSOC	2	2.00	50% 	0% 	50% 	0% 	0% 
TSOC	17	3.53	6% 	6% 	29% 	47% 	12% 
Deployed SO Unit	50	3.60	4% 	12% 	24% 	40% 	20% 
Other	68	3.37	7% 	18% 	22% 	37% 	16% 





















Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. There were no significant differences between SOF organizations.

Appendix G, Table 3. SOF Operator Ease/Difficulty in Accessing Language Training Materials on Deployment by SOF Organization































Organization	<i>n</i>	<i>M</i>	Very Difficult	Difficult	Neither Difficult nor	Easy	Very Easy
Overall	1,072	2.99	12% 	19% 	35% 	24% 	10% 
USSOCOM HQ	123	3.02	12% 	20% 	32% 	27% 	10% 
AFSOC	21	2.38	24% 	33% 	29% 	10% 	5% 
USASOC	775	3.02	11% 	18% 	38% 	23% 	10% 
WARCOM	8	3.25	0% 	25% 	25% 	50% 	0% 
MARSOC	11	2.36	27% 	27% 	27% 	18% 	0% 
JSOC	2	3.00	0% 	50% 	0% 	50% 	0% 
TSOC	17	3.06	24% 	12% 	12% 	41% 	12% 
Deployed SO Unit	50	2.98	14% 	20% 	32% 	22% 	12% 
Other	65	2.82	17% 	29% 	20% 	23% 	11% 

Note. 1 = Very Difficult, 2 = Difficult, 3 = Neither Difficult nor Easy, 4 = Easy, 5 = Very Easy. There were no significant differences between SOF organizations.

APPENDIX H: LANGUAGE RESOURCES USAGE – ROSETTA STONE®*Appendix H, Table 1. SOF Operator Use of Rosetta Stone® by SOF Organization*

	<i>n</i>	Yes	No
Overall	1,105	75% 	25% 
USSOCOM HQ	126	75% 	25% 
AFSOC	21	57% 	43% 
USASOC	800	75% 	26% 
WARCOM	8	75% 	25% 
MARSOC	13	69% 	31% 
JSOC	2	50% 	50% 
TSOC	17	65% 	35% 
Deployed SO Unit	51	86% 	14% 
Other	67	76% 	24% 

Appendix H, Table 2. SOF Operator Use of Rosetta Stone® by USASOC Organization

	<i>n</i>	Yes	No
USASOC Overall	800	75% 	26% 
USASOC HQ	6	100% 	0% 
SWCS - Staff	22	82% 	18% 
CA/MISG HQ	3	67% 	33% 
4th MISG	125	78% 	22% 
95th CA Bde	151	81% 	19% 
SF Command HQ	1	100% 	0% 
1st SFG	72	69% 	31% 
3rd SFG	80	71% 	29% 
5th SFG	139	71% 	29% 
7th SFG	92	59% 	41% 
10th SFG	54	76% 	24% 
19th SFG	12	92% 	8% 
20th SFG	29	86% 	14% 
Other	5	100% 	0% 

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix H, Table 3. Where SOF Operators Use Rosetta Stone® by SOF Organization































	Language Facility				Home				While Deployed						
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No				
Overall	801	45%	<div></div>	55%	<div></div>	801	78%	<div></div>	22%	<div></div>	801	26%	<div></div>	74%	<div></div>
USSOCOM HQ	93	49%	<div></div>	51%	<div></div>	93	70%	<div></div>	30%	<div></div>	93	23%	<div></div>	77%	<div></div>
AFSOC	12	17%	<div></div>	83%	<div></div>	12	100%	<div></div>	0%	<div></div>	12	8%	<div></div>	92%	<div></div>
USASOC	578	46%	<div></div>	54%	<div></div>	578	78%	<div></div>	22%	<div></div>	578	24%	<div></div>	76%	<div></div>
WARCOM	6	50%	<div></div>	50%	<div></div>	6	67%	<div></div>	33%	<div></div>	6	33%	<div></div>	67%	<div></div>
MARSOC	9	67%	<div></div>	33%	<div></div>	9	78%	<div></div>	22%	<div></div>	9	67%	<div></div>	33%	<div></div>
JSOC	1	100%	<div></div>	0%	<div></div>	1	100%	<div></div>	0%	<div></div>	1	0%	<div></div>	100%	<div></div>
TSOC	11	18%	<div></div>	82%	<div></div>	11	100%	<div></div>	0%	<div></div>	11	36%	<div></div>	64%	<div></div>
Deployed SO Unit	42	50%	<div></div>	50%	<div></div>	42	74%	<div></div>	26%	<div></div>	42	29%	<div></div>	71%	<div></div>
Other	49	39%	<div></div>	61%	<div></div>	49	88%	<div></div>	12%	<div></div>	49	45%	<div></div>	55%	<div></div>

Appendix H, Table 4. Where SOF Operators Use Rosetta Stone® by USASOC Organization

	Language Facility				Home				While Deployed						
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No				
USASOC Overall	578	46%	<div></div>	54%	<div></div>	578	78%	<div></div>	22%	<div></div>	578	24%	<div></div>	76%	<div></div>
USASOC HQ	6	17%	<div></div>	83%	<div></div>	6	100%	<div></div>	0%	<div></div>	6	50%	<div></div>	50%	<div></div>
SWCS - Staff	18	50%	<div></div>	50%	<div></div>	18	78%	<div></div>	22%	<div></div>	18	22%	<div></div>	78%	<div></div>
CA/MISG HQ	2	50%	<div></div>	50%	<div></div>	2	100%	<div></div>	0%	<div></div>	2	0%	<div></div>	100%	<div></div>
4th MISG	95	61%	<div></div>	39%	<div></div>	95	72%	<div></div>	28%	<div></div>	95	32%	<div></div>	68%	<div></div>
95th CA Bde	122	20%	<div></div>	80%	<div></div>	122	93%	<div></div>	7%	<div></div>	122	20%	<div></div>	80%	<div></div>
SF Command HQ	1	100%	<div></div>	0%	<div></div>	1	0%	<div></div>	100%	<div></div>	1	0%	<div></div>	100%	<div></div>
1st SFG	48	60%	<div></div>	40%	<div></div>	48	79%	<div></div>	21%	<div></div>	48	21%	<div></div>	79%	<div></div>
3rd SFG	56	57%	<div></div>	43%	<div></div>	56	63%	<div></div>	38%	<div></div>	56	13%	<div></div>	88%	<div></div>
5th SFG	91	51%	<div></div>	49%	<div></div>	91	75%	<div></div>	25%	<div></div>	91	25%	<div></div>	75%	<div></div>
7th SFG	53	57%	<div></div>	43%	<div></div>	53	72%	<div></div>	28%	<div></div>	53	34%	<div></div>	66%	<div></div>
10th SFG	40	53%	<div></div>	48%	<div></div>	40	68%	<div></div>	33%	<div></div>	40	28%	<div></div>	73%	<div></div>
19th SFG	10	10%	<div></div>	90%	<div></div>	10	90%	<div></div>	10%	<div></div>	10	0%	<div></div>	100%	<div></div>
20th SFG	24	21%	<div></div>	79%	<div></div>	24	96%	<div></div>	4%	<div></div>	24	17%	<div></div>	83%	<div></div>
Other	5	0%	<div></div>	100%	<div></div>	5	100%	<div></div>	0%	<div></div>	5	40%	<div></div>	60%	<div></div>














































Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix H, Table 5. SOF Operator Effectiveness Ratings of Rosetta Stone® by SOF Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
Overall	808	2.47	15% 	24% 	62% 
USSOCOM HQ	93	2.37	22% 	20% 	58% 
AFSOC	12	2.75	0% 	25% 	75% 
USASOC	582	2.48	14% 	24% 	62% 
WARCOM	6	2.83	0% 	17% 	83% 
MARSOC	9	1.89	44% 	22% 	33% 
JSOC	1	3.00	0% 	0% 	100% 
TSOC	11	2.45	18% 	18% 	64% 
Deployed SO Unit	44	2.36	16% 	32% 	52% 
Other	50	2.60	8% 	24% 	68% 





















Note. 1 = Ineffective, 2 = Neutral, 3 = Effective.

Appendix H, Table 6. SOF Operator Effectiveness Ratings of Rosetta Stone® by USASOC Organization































	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
USASOC Overall	582	2.48	14% 	24% 	62% 
USASOC HQ	6	2.17	33% 	17% 	50% 
SWCS - Staff	18	2.44	17% 	22% 	61% 
CA/MISG HQ	2	3.00	0% 	0% 	100% 
4th MISG	96	2.64	7% 	22% 	71% 
95th CA Bde	121	2.43	17% 	24% 	60% 
SF Command HQ	1	2.00	0% 	100% 	0% 
1st SFG	48	2.33	17% 	33% 	50% 
3rd SFG	56	2.52	16% 	16% 	68% 
5th SFG	93	2.45	14% 	27% 	59% 
7th SFG	53	2.58	9% 	23% 	68% 
10th SFG	41	2.44	17% 	22% 	61% 
19th SFG	10	2.40	10% 	40% 	50% 
20th SFG	25	2.28	28% 	16% 	56% 
Other	5	2.60	20% 	0% 	80% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

APPENDIX I: LANGUAGE RESOURCES USAGE – CL-150™*Appendix I, Table 1. SOF Operator Use of CL-150™ by SOF Organization*

	<i>n</i>	Yes	No
Overall	993	3% 	97% 
USSOCOM HQ	115	3% 	97% 
AFSOC	21	5% 	95% 
USASOC	721	3% 	98% 
WARCOM	5	20% 	80% 
MARSOC	11	18% 	82% 
JSOC	2	0% 	100% 
TSOC	16	0% 	100% 
Deployed SO Unit	49	2% 	98% 
Other	53	4% 	96% 

Appendix I, Table 2. SOF Operator Use of CL-150™ by USASOC Organization

	<i>n</i>	Yes	No
USASOC Overall	721	3% 	98% 
USASOC HQ	5	0% 	100% 
SWCS - Staff	20	5% 	95% 
CA/MISG HQ	3	0% 	100% 
4th MISG	115	3% 	97% 
95th CA Bde	131	5% 	95% 
SF Command HQ	1	0% 	100% 
1st SFG	66	2% 	98% 
3rd SFG	70	3% 	97% 
5th SFG	128	2% 	98% 
7th SFG	87	0% 	100% 
10th SFG	49	2% 	98% 
19th SFG	11	9% 	91% 
20th SFG	24	0% 	100% 
Other	4	0% 	100% 

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix I, Table 3. Where SOF Operators Use CL-150™ by SOF Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
Overall	25	76%	24%		25	52%	48%		25	16%	84%	
USSOCOM HQ	3	67%	33%		3	67%	33%		3	0%	100%	
USASOC	16	81%	19%		16	44%	56%		16	13%	88%	
WARCOM	1	0%	100%		1	100%	0%		1	100%	0%	
MARSOC	2	100%	0%		2	50%	50%		2	0%	100%	
Deployed SO Unit	1	100%	0%		1	0%	100%		1	0%	100%	
Other	2	50%	50%		2	100%	0%		2	50%	50%	

























Note. No AFSOC, JSOC, or TSOC operators responded to this item.

Appendix I, Table 4. Where SOF Operators Use CL-150™ by USASOC Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
USASOC Overall	16	81%	19%		16	44%	56%		16	13%	88%	
SWCS - Staff	1	0%	100%		1	100%	0%		1	0%	100%	
4th MISG	2	100%	0%		2	50%	50%		2	50%	50%	
95th CA Bde	6	83%	17%		6	50%	50%		6	17%	83%	
1st SFG	1	100%	0%		1	0%	100%		1	0%	100%	
3rd SFG	2	100%	0%		1	50%	50%		2	0%	100%	
5th SFG	2	100%	0%		2	0%	100%		2	0%	100%	
10th SFG	1	100%	0%		1	0%	100%		1	0%	100%	




























Note. No USASOC HQ, CA/MISG HQ, SF Command HQ, 7th SFG, 19th SFG, 20th SFG, or Other operators responded to this item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix I, Table 5. SOF Operator Effectiveness Ratings of CL-150™ by SOF Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
Overall	28	2.32	18% 	32% 	50% 
USSOCOM HQ	3	2.67	0% 	33% 	67% 
AFSOC	1	2.00	0% 	100% 	0% 
USASOC	18	2.39	11% 	39% 	50% 
WARCOM	1	3.00	0% 	0% 	100% 
MARSOC	2	1.00	100% 	0% 	0% 
Deployed SO Unit	1	1.00	100% 	0% 	0% 
Other	2	3.00	0% 	0% 	100% 





















Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No JSOC or TSOC operators responded to this item.

Appendix I, Table 6. SOF Operator Effectiveness Ratings of CL-150™ by USASOC Organization































	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
USASOC Overall	18	2.39	11% 	39% 	50% 
SWCS - Staff	1	2.00	0% 	100% 	0% 
4th MISG	3	2.67	0% 	33% 	67% 
95th CA Bde	6	2.50	0% 	50% 	50% 
1st SFG	1	2.00	0% 	100% 	0% 
3rd SFG	2	1.50	50% 	50% 	0% 
5th SFG	2	3.00	0% 	0% 	100% 
10th SFG	1	1.00	100% 	0% 	0% 
19th SFG	1	3.00	0% 	0% 	100% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No USASOC HQ, CA/MISG HQ, SF Command HQ, 7th SFG, 20th SFG, or Other operators responded to this item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

APPENDIX J: LANGUAGE RESOURCES USAGE – SOLT*Appendix J, Table 1. SOF Operator Use of SOLT by SOF Organization*

	<i>n</i>		Yes		No
Overall	1,041	44%		56%	
USSOCOM HQ	117	41%		59%	
AFSOC	21	5%		95%	
USASOC	759	47%		53%	
WARCOM	5	0%		100%	
MARSOC	12	17%		83%	
JSOC	2	0%		100%	
TSOC	17	18%		82%	
Deployed SO Unit	51	57%		43%	
Other	57	35%		65%	

Appendix J, Table 2. SOF Operator Use of SOLT by USASOC Organization

	<i>n</i>		Yes		No
USASOC Overall	759	47%		53%	
USASOC HQ	6	50%		50%	
SWCS - Staff	20	40%		60%	
CA/MISG HQ	3	67%		33%	
4th MISG	122	52%		48%	
95th CA Bde	143	58%		42%	
SF Command HQ	1	0%		100%	
1st SFG	68	35%		65%	
3rd SFG	72	35%		65%	
5th SFG	134	47%		53%	
7th SFG	88	41%		59%	
10th SFG	51	35%		65%	
19th SFG	12	75%		25%	
20th SFG	27	70%		30%	
Other	5	60%		40%	

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix J, Table 3. Where SOF Operators Use SOLT by SOF Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
Overall	405	80%	20%		405	37%	63%		405	7%	93%	
USSOCOM HQ	42	81%	19%		42	29%	71%		42	10%	90%	
AFSOC	1	100%	0%		1	100%	0%		1	0%	100%	
USASOC	312	79%	21%		312	38%	62%		312	7%	93%	
MARSOC	2	100%	0%		2	50%	50%		2	50%	50%	
TSOC	2	50%	50%		2	50%	50%		2	0%	100%	
Deployed SO Unit	27	89%	11%		27	22%	78%		27	0%	100%	
Other	19	68%	32%		19	53%	47%		19	0%	100%	

























Note. No WARCOM or JSOC operators responded to the item.

Appendix J, Table 4. Where SOF Operators Use SOLT by USASOC Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
USASOC Overall	312	79%	21%		312	38%	62%		312	7%	93%	
USASOC HQ	3	67%	33%		3	33%	67%		3	0%	100%	
SWCS - Staff	8	63%	38%		8	63%	38%		8	0%	100%	
CA/MISG HQ	1	100%	0%		1	0%	100%		1	0%	100%	
4th MISG	54	78%	22%		54	39%	61%		54	9%	91%	
95th CA Bde	72	75%	25%		72	42%	58%		72	4%	96%	
1st SFG	24	79%	21%		24	42%	58%		24	17%	83%	
3rd SFG	20	80%	20%		20	45%	55%		20	0%	100%	
5th SFG	54	85%	15%		54	26%	74%		54	6%	94%	
7th SFG	33	88%	12%		33	39%	61%		33	9%	91%	
10th SFG	17	88%	12%		17	29%	71%		17	6%	94%	
19th SFG	6	67%	33%		6	50%	50%		6	17%	83%	
20th SFG	16	69%	31%		16	44%	56%		16	6%	94%	
Other	2	100%	0%		2	0%	100%		2	0%	100%	











































Note. No SF Command HQ operators responded to the item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix J, Table 5. SOF Operator Effectiveness Ratings of SOLT by SOF Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
Overall	436	2.30	22% 	25% 	52% 
USSOCOM HQ	46	2.30	26% 	17% 	57% 
AFSOC	1	3.00	0% 	0% 	100% 
USASOC	336	2.28	23% 	27% 	50% 
MARSOC	2	2.00	50% 	0% 	50% 
TSOC	3	2.67	0% 	33% 	67% 
Deployed SO Unit	29	2.38	21% 	21% 	59% 
Other	19	2.47	16% 	21% 	63% 





















Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No WARCOM or JSOC operators responded to the item.

Appendix J, Table 6. SOF Operator Effectiveness Ratings of SOLT by USASOC Organization































	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
USASOC Overall	336	2.28	23% 	27% 	50% 
USASOC HQ	3	2.33	33% 	0% 	67% 
SWCS - Staff	8	2.38	0% 	63% 	38% 
CA/MISG HQ	1	3.00	0% 	0% 	100% 
4th MISG	60	2.10	33% 	23% 	43% 
95th CA Bde	81	2.48	12% 	27% 	60% 
1st SFG	23	2.26	22% 	30% 	48% 
3rd SFG	22	2.45	14% 	27% 	59% 
5th SFG	56	2.07	32% 	29% 	39% 
7th SFG	32	2.34	16% 	34% 	50% 
10th SFG	18	1.83	50% 	17% 	33% 
19th SFG	9	3.00	0% 	0% 	100% 
20th SFG	18	2.17	28% 	28% 	44% 
Other	3	2.67	0% 	33% 	67% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No SF Command HQ operators responded to the item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

APPENDIX K: LANGUAGE RESOURCES USAGE – RAPID ROTE™*Appendix K, Table 1. SOF Operator Use of Rapid Rote™ by SOF Organization*

	<i>n</i>	Yes	No
Overall	1,005	33% 	67% 
USSOCOM HQ	115	32% 	68% 
AFSOC	21	19% 	81% 
USASOC	733	35% 	65% 
WARCOM	5	40% 	60% 
MARSOC	12	50% 	50% 
JSOC	2	0% 	100% 
TSOC	16	13% 	88% 
Deployed SO Unit	47	34% 	66% 
Other	54	13% 	87% 

Appendix K, Table 2. SOF Operator Use of Rapid Rote™ by USASOC Organization

	<i>n</i>	Yes	No
USASOC Overall	733	35% 	65% 
USASOC HQ	5	40% 	60% 
SWCS - Staff	19	16% 	84% 
CA/MISG HQ	2	100% 	0% 
4th MISG	118	40% 	60% 
95th CA Bde	140	53% 	47% 
SF Command HQ	1	0% 	100% 
1st SFG	66	42% 	58% 
3rd SFG	70	14% 	86% 
5th SFG	125	30% 	70% 
7th SFG	89	22% 	78% 
10th SFG	49	22% 	78% 
19th SFG	12	67% 	33% 
20th SFG	26	50% 	50% 
Other	4	0% 	100% 

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix K, Table 3. Where SOF Operators Use Rapid Rote™ by SOF Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
Overall	330	60%	40%		303	67%	33%		303	15%	85%	
USSOCOM HQ	34	65%	35%		34	62%	38%		34	21%	79%	
AFSOC	4	25%	75%		4	100%	0%		4	0%	100%	
USASOC	232	60%	40%		232	66%	34%		232	13%	87%	
WARCOM	2	0%	100%		2	100%	0%		2	50%	50%	
MARSOC	6	83%	17%		6	67%	33%		6	17%	83%	
TSOC	2	50%	50%		2	100%	0%		2	0%	100%	
Deployed SO Unit	16	69%	31%		16	75%	25%		16	19%	81%	
Other	7	43%	57%		7	86%	14%		7	14%	86%	




























Note. No JSOC operators responded to the item.

Appendix K, Table 4. Where SOF Operators Use Rapid Rote™ by USASOC Organization

	Language Facility				Home				While Deployed			
	<i>n</i>	Yes	No		<i>n</i>	Yes	No		<i>n</i>	Yes	No	
USASOC Overall	232	60%	40%		232	66%	34%		232	13%	87%	
USASOC HQ	2	50%	50%		2	50%	50%		2	0%	100%	
SWCS - Staff	3	67%	33%		3	100%	0%		3	33%	67%	
CA/MISG HQ	2	100%	0%		2	50%	50%		2	0%	100%	
4th MISG	39	54%	46%		39	56%	44%		39	21%	79%	
95th CA Bde	67	54%	46%		67	82%	18%		67	16%	84%	
1st SFG	26	81%	19%		26	58%	42%		26	8%	92%	
3rd SFG	9	89%	11%		9	56%	44%		9	11%	89%	
5th SFG	35	54%	46%		35	54%	46%		35	3%	97%	
7th SFG	20	80%	20%		20	45%	55%		20	15%	85%	
10th SFG	10	70%	30%		10	60%	40%		10	20%	80%	
19th SFG	6	17%	83%		6	100%	0%		6	0%	100%	
20th SFG	12	50%	50%		12	75%	25%		12	17%	83%	








































Note. No SF Command HQ or Other operators responded to the item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix K, Table 5. SOF Operator Effectiveness Ratings of Rapid Rote™ by SOF Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
Overall	318	2.63	9% 	19% 	72% 
USSOCOM HQ	36	2.53	11% 	25% 	64% 
AFSOC	4	2.25	0% 	75% 	25% 
USASOC	246	2.63	10% 	18% 	72% 
WARCOM	2	2.50	0% 	50% 	50% 
MARSOC	5	2.60	20% 	0% 	80% 
TSOC	2	3.00	0% 	0% 	100% 
Deployed SO Unit	16	2.88	0% 	13% 	88% 
Other	7	2.71	0% 	29% 	71% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No JSOC operators responded to the item.





















Appendix K, Table 6. SOF Operator Effectiveness Ratings of Rapid Rote™ by USASOC Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
USASOC Overall	246	2.63	10% 	18% 	72% 
USASOC HQ	2	2.50	0% 	50% 	50% 
SWCS - Staff	3	2.67	0% 	33% 	67% 
CA/MISG HQ	2	3.00	0% 	0% 	100% 
4th MISG	45	2.64	9% 	18% 	73% 
95th CA Bde	71	2.72	8% 	11% 	80% 
1st SFG	26	2.50	12% 	27% 	62% 
3rd SFG	10	2.90	0% 	10% 	90% 
5th SFG	35	2.57	11% 	20% 	69% 
7th SFG	19	2.42	16% 	26% 	58% 
10th SFG	11	2.64	9% 	18% 	73% 
19th SFG	8	2.38	25% 	13% 	63% 
20th SFG	13	2.62	8% 	23% 	69% 































Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No SF Command HQ or Other operators responded to the item. Overall USASOC totals may not equal subgroup totals, see Participation Report, Technical Report #2010011003 for details on survey attrition rates across topic areas.

APPENDIX L: LANGUAGE RESOURCES USAGE – TACTICAL LANGUAGE TRAINING SYSTEM™

Appendix L, Table 1. SOF Operator Use of Tactical Language Training System™ by SOF Organization

	<i>n</i>	Yes		No	
Overall	1,002	7%		93%	
USSOCOM HQ	115	8%		92%	
AFSOC	21	5%		95%	
WARCOM	5	0%		100%	
USASOC	729	7%		93%	
MARSOC	11	27%		73%	
JSOC	2	100%		0%	
TSOC	15	7%		93%	
Deployed SO Unit	48	4%		96%	
Other	56	13%		88%	

Appendix L, Table 2. SOF Operator Use of Tactical Language Training System™ by USASOC Organization

	<i>n</i>	Yes		No	
USASOC Overall	729	7%		93%	
USASOC HQ	5	0%		100%	
SWCS - Staff	18	6%		94%	
CA/MISG HQ	3	0%		100%	
4th MISG	116	4%		96%	
95th CA Bde	135	9%		91%	
SF Command HQ	1	0%		100%	
1st SFG	65	8%		92%	
3rd SFG	74	12%		88%	
5th SFG	128	8%		92%	
7th SFG	89	2%		98%	
10th SFG	49	8%		92%	
19th SFG	10	10%		90%	
20th SFG	25	0%		100%	
Other	4	25%		75%	

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix L, Table 3. Where SOF Operators Use Tactical Language Training System™ by SOF Organization

	Language Facility				Home				While Deployed			
	n	Yes	No		n	Yes	No		n	Yes	No	
Overall	62	65%	35%		62	23%	77%		62	29%	71%	
USSOCOM HQ	5	80%	20%		5	20%	80%		5	20%	80%	
AFSOC	1	100%	0%		1	0%	100%		1	0%	100%	
USASOC	43	60%	40%		43	19%	81%		43	33%	67%	
MARSOC	3	67%	33%		3	33%	67%		3	33%	67%	
JSOC	2	100%	0%		2	0%	100%		2	0%	100%	
TSOC	1	0%	100%		1	0%	100%		1	100%	0%	
Deployed SO Unit	2	50%	50%		2	50%	50%		2	0%	100%	
Other	5	80%	20%		5	60%	40%		5	20%	80%	


























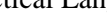

Note. No WARCOM operators responded to the item.

Appendix L, Table 4. Where SOF Operators Use Tactical Language Training System™ by USASOC Organization

	Language Facility				Home				While Deployed			
	n	Yes	No		n	Yes	No		n	Yes	No	
USASOC Overall	43	60%	40%		43	19%	81%		43	33%	67%	
SWCS - Staff	1	0%	100%		1	100%	0%		1	0%	100%	
4th MISG	5	60%	40%		5	40%	60%		5	40%	60%	
95th CA Bde	10	40%	60%		10	10%	90%		10	60%	40%	
1st SFG	4	50%	50%		4	50%	50%		4	0%	100%	
3rd SFG	8	75%	25%		8	0%	100%		8	38%	63%	
5th SFG	10	60%	40%		10	20%	80%		10	30%	70%	
7th SFG	2	100%	0%		2	0%	100%		2	0%	100%	
10th SFG	3	100%	0%		3	0%	100%		3	0%	100%	
























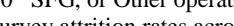






Note. No USASOC HQ, CA/MISG HQ, SF Command HQ, 19th SFG, 20th SFG, or Other operators responded to the item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.

Appendix L, Table 5. SOF Operator Effectiveness Ratings of Tactical Language Training System™ by SOF Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
Overall	69	2.39	14% 	32% 	54% 
USSOCOM HQ	8	2.63	0% 	38% 	63% 
AFSOC	1	2.00	0% 	100% 	0% 
USASOC	45	2.38	18% 	27% 	56% 
MARSOC	3	1.67	67% 	0% 	33% 
JSOC	2	2.50	0% 	50% 	50% 
TSOC	1	3.00	0% 	0% 	100% 
Deployed SO Unit	2	2.50	0% 	50% 	50% 
Other	7	2.43	0% 	57% 	43% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No WARCUM operators responded to the item.

Appendix L, Table 6. SOF Operator Effectiveness Ratings of Tactical Language Training System™ by USASOC Organization

	<i>n</i>	<i>M</i>	Ineffective	Neutral	Effective
USASOC Overall	45	2.38	18% 	27% 	56% 
SWCS - Staff	1	2.00	0% 	100% 	0% 
4th MISG	5	2.60	20% 	0% 	80% 
95th CA Bde	11	2.36	18% 	27% 	55% 
1st SFG	5	2.00	40% 	20% 	40% 
3rd SFG	7	2.29	14% 	43% 	43% 
5th SFG	9	2.33	11% 	44% 	44% 
7th SFG	2	3.00	0% 	0% 	100% 
10th SFG	4	2.50	25% 	0% 	75% 
19th SFG	1	3.00	0% 	0% 	100% 

Note. 1 = Ineffective, 2 = Neutral, 3 = Effective. No USASOC HQ, CA/MISG HQ, SF Command HQ, 20th SFG, or Other operators responded to the item. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.









































APPENDIX M: OTHER RESOURCES

SOF operators had the opportunity to provide and rate additional language resources that were not included on the 2009 LCNA survey. SOF operators listed the following language resources:





























































4 day familiarization	Library
Arabic TV stations	Listening tapes
Audio books	Local restaurant covers
Audio MP3	Locally created CDs
BIMLC	Movies in target language
Capret's French in Action	New Practical Chinese
Classes	On the job training
College classes	Online language study
Current event news report	Penton Overseas
Free online stuff	Pimsleur®*
Gateway	private
GLOSS	SCOLA®
Headstart Pashtu	Self study
Immersion	SOFLO interactive online
Instructors/tutors*	SOFTS
Internet in target language	Speak easy
Internet radio	SWC
Interpreters	Text books
iPhone/iPod Apps	Tutor with book
Language lab	UKN language learning

Note. * Resource was listed by more than five respondents and was included in further analyses.

APPENDIX N: TRAINING MATERIALS PREFERENCE*Appendix N, Table 1. SOF Operator Preferred Training Materials Format by SOF Organization*

Organization	<i>n</i>	Audio only	Book	Flash cards	PC-based
Overall	1,092	12% 	11% 	15% 	63% 
USSOCOM HQ	127	13% 	14% 	11% 	62% 
AFSOC	21	5% 	5% 	14% 	76% 
USASOC	788	12% 	11% 	16% 	61% 
WARCOM	8	13% 	13% 	25% 	50% 
MARSOC	13	15% 	15% 	8% 	62% 
JSOC	2	0% 	0% 	0% 	100% 
TSOC	17	18% 	6% 	6% 	71% 
Deployed SO Unit	49	6% 	4% 	18% 	71% 
Other	67	15% 	7% 	7% 	70% 

Appendix N, Table 2. SOF Operator Preferred Training Materials Format by USASOC Organization

Organization	<i>n</i>	Audio only	Book	Flash cards	PC-based
USASOC Overall	788	12% 	11% 	16% 	61% 
USASOC HQ	6	0% 	0% 	0% 	100% 
SWCS - Staff	21	10% 	0% 	19% 	71% 
CA/MISG HQ	2	50% 	0% 	50% 	0% 
4th MISG	122	12% 	14% 	17% 	57% 
95th CA Bde	150	10% 	11% 	19% 	59% 
SF Command HQ	1	0% 	0% 	0% 	100% 
1st SFG	71	6% 	11% 	20% 	63% 
3rd SFG	80	19% 	10% 	16% 	55% 
5th SFG	136	11% 	5% 	21% 	63% 
7th SFG	90	17% 	16% 	7% 	61% 
10th SFG	54	7% 	11% 	13% 	69% 
19th SFG	12	0% 	33% 	17% 	50% 
20th SFG	29	21% 	21% 	3% 	55% 
Other	5	0% 	20% 	0% 	80% 

Note. Overall USASOC totals may not equal subgroup totals, see *Participation Report*, Technical Report #2010011003 for details on survey attrition rates across topic areas.